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January 1986

CARPENTER

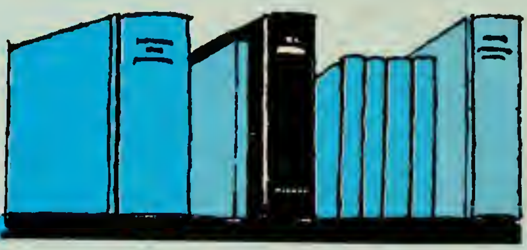
United Brotherhood of Carpenters & Joiners of America
Founded 1881

LOOKING AHEAD

The voice of the union worker will be heard once again in 1986

SEE PAGE 2 AND THE PRESIDENT'S MESSAGE

OFFICIAL INFORMATION



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CARPENTER

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

A blanket of snow covers the Mall in Washington, D.C., and clusters of snowflakes deck the trees which frame the United Brotherhood's General Offices at the foot of Capitol Hill. The cars move slowly along Constitution Ave., past the U.S. Department of Labor, housed in the building to the left of the UBC headquarters.

Winter sometimes comes slowly to the nation's capital. The first snowfall occasionally comes on Christmas Day. It is not until the first months of the new year that a deep freeze sets in.

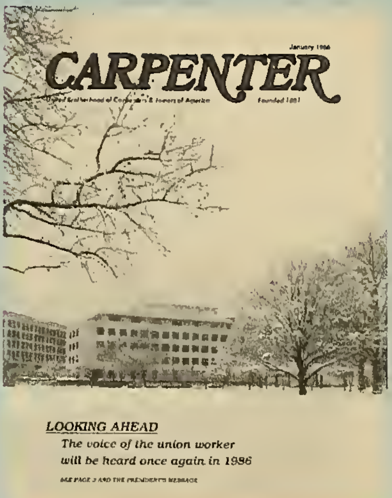
Weather forecasters predict that sometime during the month of January we will have a few days of thaw—an annual crack in the refrigerator door which offers a brief glance at spring. One meteorology professor who has kept his eye on the January thaw for years says, "It's not folklore. It appears about two winters out of three. It's worth a $3 bet that it will show up this year . . . but no more."

An old-time Washington, D.C., newspaperman probably had a January thaw in mind when he wrote these lines:

"Oh, what a blamed uncertain thing
This pesky weather is!
It blew and snew and then it thew
And now, by jing, it's friz."

Legend says that the "thew" comes about mid-January in the Midwest, a little earlier farther west, and between the 18th and 23rd in the eastern states. As for the Canadian provinces, the prospects are a bit uncertain.

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to. The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.


January 1986
CARPENTER
LOOKING AHEAD
The voice of the union worker
will be heard once again in 1986

LOOKING AHEAD

⊕ **for more job opportunities**

⊕ **less indebtedness and bad credit**

⊕ **a balanced trade program**

THE VOICE OF THE UNION WORKER WILL BE HEARD ONCE AGAIN IN 1986

Where do we go from here?

We ask ourselves this question as a new year begins.

The answer lies in many areas of uncertainty. Key questions are these: Where are the new jobs? Where are the job opportunities?

The United States and Canada will begin to move forward again when there is purchasing power in the hands of more and more of the nation's workers.

Money well spread through the population is what makes the economy thrive—not excess profits, not cheap labor, and not stock manipulations. Real income—the gain in the value of your money from year to year—is down for most people.

Let us give you a few of the so-called economic indicators which have accumulated during the past month:

The civilian unemployment rate in the United States edged down slightly to 7% in November. This change resulted in part from a decline of 92,000 in the civilian labor force at that time. In December Christmas shopping brought the workforce up a bit, and the picture undoubtedly improved slightly. Nevertheless, the unemployment rate is far above the 4% rate judged acceptable by most economists.

The U.S. Labor Department said about 8.1 million Americans are actively seeking jobs but unable to find work. Among major worker groups, teenage unemployment remains very high at 18.4%. Blacks are 15.9% unemployed; Hispanics, 10.7%.

Among the economic indicators, some were positive, some negative, and one, the speed with which orders are filled, was unchanged. Positive: increased money supply, increase in average workweek, growth in plant and equipment contracts, and a rise in building permits. Orders for consumer goods dropped last year.

There are changes in Social Security this year. On January 1 the Social Security tax rate went up from 7.05% to 7.15%. The increase will amount to $1.50 per month more for a person earning $1,500 a month, for example, with a matching amount coming from the employer.

The earnings base—the maximum amount of annual earnings taxed for Social Security—rose to $42,000 this month, which is way above the annual income of most of our members. The 1985 base was $39,600. The increase is based on the change in average earnings levels from 1984 to 1985, according to the Social Security Administration.

A promising sign for 1986 is the drop in mortgage interest rates. In 1982 the average prospective home owner had to pay an average interest rate of 17.3% in the United States. As we begin 1986, the average home mortgage interest rate has dropped to 10.5%. Last month, the Veterans Administration dropped its home mortgage rate to 10.5%, as well.

There are steps being taken this year to curb the growing "underground economy"—those many cash transactions and similar measures taken to avoid taxes and other financial responsibilities. The Internal Revenue Service is increasing its computer surveillance of employer and employee income records for one thing.

In California, organized labor is backing a bill in the state legislature which would halt the flow of millions of dollars of construction and tax money into the underground economy of that state. The bill would prohibit banks, savings and loans, and other lenders from releasing construction money until it is proved that the borrowers have met Social Security, disability, unemployment insurance, and workers' compensation insurance obligations.

The U.S. House of Representatives, last month, approved overwhelmingly a five-year, $10 billion toxic waste cleanup bill. For the first time, the Environmental Protection Agency is able to set up a definite timetable for cleaning up the dangerous and noxious chemical and nuclear-waste dumps festering around North America like so many boils.

Labor was strongly behind this legislation. Not only does the toxic waste bill offer freedom from toxic fears to many communities across the land, but it increases the penalties for polluters. A "right to know" provision sought by the AFL-CIO would require companies producing dangerous chemicals to report to local communities on the handling, storage, and emissions of chemicals in nearby facilities.

Labor will renew its fight for plant-closing legislation. Congress failed to pass a modest plant-closing bill in 1985. The U.S. Chamber of Commerce and other groups claimed credit for defeat of the legislation after the last session of the Congress, but labor has not given up this fight and new plant-closing bills will be introduced later this month.

Construction spending has increased slightly in recent months. Although housing starts are still far below what they should be, commercial construction remains high in many parts of North America.

The Union Labor Life Insurance Company's "J for Jobs" mortgage investment account reached a record $155.27 million last July, a $19 million increase over its 1984 figure. The account, which invests in job-creating, union-built real estate investments, grew at a very favorable 17.5% annualized rate of return during the 1984–85 fiscal year.

The War on Poverty in America continues in 1986. Almost one in seven Americans currently lives below the poverty line, which is $10,609 for a family of four. Of nearly 34 million poor, more than 13 million are children. More than one out of every five children now lives in poverty.

The income gap between upper and lower-income families has been growing, especially since 1980. It is now wider than at any time since the end of World War II. Census statistics show that all income groups, except the richest fifth of the population, had less after-tax income in 1983 than in 1980. Between 1980 and 1984 there was a transfer of $25 billion in disposable income from poor and middle-income families to the richest fifth of the population—the rich get richer, additional evidence of the need for tax reform.

Workers are under seige in every trade and industry across the country and the labor movement stands as the main line of defense, AFL-CIO Secretary-Treasurer Thomas Donahue said recently.

"No worker in American is unaffected by the slow and sure destruction of America's industrial base or by the flood of imports that is sweeping American products from our own marketplace," Donahue said.

When people argue that the real trouble is not a job shortage but a labor surplus, then the whole society is put at risk. "We simply have to stop the hemorrhage of American jobs," Donahue said.

"We are the main line of defense for the plain people who are not trying to live high on the hog at the expense of their neighbors, who are just trying to pay the mortgage, put the food on the table and get kids through school.

DEALING WITH THE DEFICIT

Ever since Ronald Reagan became President in 1980, there's been talk from the Republican camp and the White House about balancing the federal budget. Much of it was just talk—lip service for the conservatives in the GOP.

At the beginning of his administration, President Reagan had talked much about how he used to have a balanced budget when he was governor of the State of California. Then he began to realize that the State of California budget is different. It doesn't spend billions on defense every year . . . so the White House didn't talk so much about a balanced budget.

But the talk continued in Congress through much of 1985, until two Republican senators, Phil Gramm of Texas (a former Democrat) and Warren Rudman of New Hampshire, proposed a balanced budget amendment. Their proposed legislation bounced around Capitol Hill until late at night on December 11 when Congress approved it and sent it to the White House. The bill arranges a sweeping new system which theoretically will end federal deficit spending by 1991 by making massive cuts in social programs and the Defense Department, which will eventually make the tax burden easier on our grandchildren.

For the record, many economists believe that it will be necessary for the Reagan Administration to restore the tax cuts enacted in 1982 and 1983 if there is any hope of realistically solving the deficit problems.

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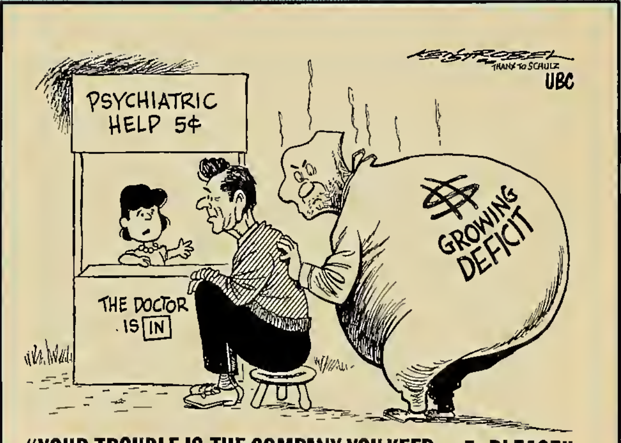

"YOUR TROUBLE IS, THE COMPANY YOU KEEP... 5¢ PLEASE"

REFORMING THE TAX LAWS

The Republicans and their 1979 candidate, Ronald Reagan, campaigned on a vote-getting promise to cut federal taxes. President Reagan kept that promise two years later, but his cuts helped those at the high end of the income scale but didn't help the average American worker much. It did, however, play havoc with the federal budget. The sharp drop in federal revenue helped to create the biggest federal debt in history. For the first time in many years it appeared that the Democrats were the fiscally-responsible political party and the Republicans were the wild spenders, due to top-heavy defense spending and tax write-offs for big business.

The Democrats, with strong support from organized labor, renewed their call for tax reform, so that the nation's millionaires and its multi-billion-dollar corporations would shoulder their share of the tax burden. The White House belatedly saw that tax reform was a good vote-getter for 1986, and President Reagan declared that tax reform was to be the number one priority of his second term in office. Early in 1985 he began touring the country on behalf of tax reform. Unfortunately, his party was not falling into line behind him.

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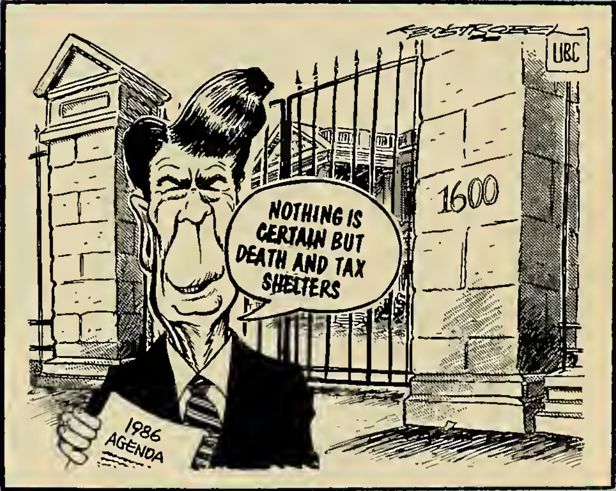

UBC
1600
NOTHING IS CERTAIN BUT DEATH AND TAX SHELTERS
1986 AGENDA

Labor Movement Unified in '85; Outlook for Economy Uncertain

The year 1985 came to a close with the labor movement more unified in its sense of purpose, but with the economy stagnating and the nation facing runaway deficits and possibly a deep recession.

The past year offered a mixed picture. Unemployment remained above 7%, a level which used to signify "recession," and less than one-third of the jobless received benefits. In this "growth recession," the lower-wage service sector continued to grow while the factory sector lost jobs, often to low-wage imports. Record deficits, with the national debt doubling to $2 trillion under President Reagan's policies, created uncertainty even as Congress wrestled with tax reforms and the need for increased revenue.

On the labor front, many unions fought back and stopped or slowed the trend to concessions. Operating in a hostile climate, labor looked more to its own resources. The AFL-CIO convention marked the 30th anniversary of merger and adopted policies urging unions to use more flexibility in organizing and bargaining and to open their ranks to nonmembers so labor could resume its growth.

This is the story of 1984, told through the headline files of Press Associates:

JANUARY—Jobless rate edges up to 7.2%; 9.5 million out of work . . . Slower growth for manufacturers forecast by government . . . Watts says FAA report confirms worsening air traffic system . . . CWA says higher phone bills hurt elderly, poor, jobless . . . Reagan non-union inaugural casting call sparks labor protests . . . Kirkland blasts Treasury plan to tax worker benefits . . . Wiederkehr heads roofers as Roy Johnson retires . . . Kirkland hits Social Security freeze . . . Reagan vows to stay the course of conservative agenda in inaugural address . . . UAW angered over OSHA rejection of emergency formaldehyde rule . . . AFL-CIO warns new OMB powers threaten worker protections . . .

FEBRUARY—Jobless rate rises to 7.4% . . . Service Employees sue EPA on school asbestos 'cover-up' . . . Idaho unions win injunction to block 'right-to-work' law . . . BLS says recessionary trends continued in 1984 contracts . . . Rail unions ink pacts with Conrail to restore industry-level wages . . . Postal, federal union chiefs fight Hatch Act charges . . . Supreme Court extends U.S. wage rules to state, municipal workers . . . AFL-CIO calls for action on 'job deficit' . . . Paperworkers, OCAW plan merger . . . AFL-CIO blasts domestic cuts, urges defense spending freeze . . .

MARCH—AFL-CIO Council urges new approaches to spur resurgence of labor . . . Jobless rate 7.3%; nearly 10 million out of work . . . UAW, IUE hit end of Japan auto import curbs; urge action to save 200,000 jobs . . . Nix Reagan's Medicare, Medicaid cuts, broad coalition tells Congress . . . Striking Transport Workers say Pan Am is out to bust unions . . . Social Security '86 COLA hike cancelled by Senate GOP panel . . . Drozak pledges support to farmers, hits Reagan's veto of emergency farm bill . . . Court awards $5 million in backpay to Miami hotel strikers . . . Coke plant workers in Guatemala win pact after 1-year sit-in . . . Yale pacts prove power of worker solidarity . . . Kirkland attacks proposal to tax job-related benefits . . . Reagan blocks extra aid for long term unemployed . . . Labor welcomes naming of Brock as Labor Secretary . . . Labor urges plant shutdown bill to cushion impact . . . Textile, apparel unions, industry unite on import reform bill . . . .

APRIL—Jobless rate hangs at 7.3% as job growth falls short . . . Japan's plan to boost auto exports blasted by labor, business, Congress . . . High court gives public workers right to hearing before firing . . . Mayors, public employee unions hit Reagan city cutback plans . . . Senior citizen groups blast GOP Social Security cuts . . . 'Phase-out' of jobless benefits voted by Congress . . . Rights panel's 'no' to pay equity hit by labor, women's groups . . . Unions send 'RTW' law to Idaho referendum in '86 . . . World union movement urges sanctions against South Africa . . . 50th anniversary of CIO marked by labor veterans . . . Brock wins bipartisan praise as he takes over Labor Dept. . . OSHA is failing to protect workers from job hazards, congressional study finds . . . .

MAY—Jobless rate hangs at 7.3%; Manufacturing jobs decline . . . Senate rejects Social Security cuts, votes to freeze military spending . . . Brock names labor lawyer to key Labor Dept. post . . . Kruse elected leader of Roofers . . . Striking Louisiana-Pacific workers win support from big shareholder . . . Rubber Workers win pacts with 'Big Four' tiremakers . . . TWU President William Lindner dies at age 65 . . . Senate scraps Social Security COLA . . . Operating Engineers' President Turner retires; Dugan elected to finish term . . . NLRB's Dotson attacks labor, working press and academics . . . Trade panel finds import flood seriously hurts shoe industry . . . Senate confirms NLRB nominees . . . House budget keeps Social Security COLA, saves domestic programs, freezes Pentagon . . . AFL-CIO urges Congress to reject Reagan's subminimum wage . . .

JUNE—Nation's economy stalled; unemployment still at 7.3% . . . House backs sanctions against South African government . . . Labor urges Congress to overhaul Reagan tax proposals, make reforms fair for workers . . . AFL-CIO asks Congress to stop corporate raids on pension funds . . . Seniors rally to fight Social Security cuts . . . Iron Workers council elects Juel Drake to succeed Lyons . . . Airline Pilots sign new pact, end strike against United . . . Judge convicts executives of murder in worker's cyanide poisoning death . . . Unions blast rejection of pay equity by EEOC . . .

JULY—Jobless rate at 7.3% for fifth straight month as national economy stagnates . . . Unions can't fine members who scab, Supreme Court rules in backing NLRB . . . 2.3 million manufacturing jobs lost in 35 states since 1979 . . . AFL-CIO's AIFLD expresses 'disgust' as Salvador murder suspect cleared . . . UAW wins wage hikes, job security in first pact at GM-Toyota plant . . . Executives get 25-year terms in worker's job-related death . . . General Electric unions ratify new three-year pacts . . . Business hails, labor ignores Wagner Act's 50th anniversary . . . Apparel, textile unions urge new quota system to curb imports . . . Reagan tax plan favors rich and business, Kirkland says . . . Wage, benefit cuts spur walkout by USWA at Wheeling-Pittsburgh . . .

AUGUST—Jobless rate freezes at 7.3% for sixth straight month . . . Congress okays budget resolution preserving Social Security COLA . . . UAW's new pact with Saturn Corp. breaks new ground in auto industry . . . Union study urges worldwide action to prevent another Bhopal disaster . . . Federal court upholds Pilots on key issues in United strike . . . UFCW urges banning lie detectors as bane to U.S. workers . . . Unions say worker rights endangered by new rail alcohol, drug rules . . . CWA demands that AT&T negotiate over surprise cut of 24,000 jobs . . . UAW celebrates 50th anniversary . . .

SEPTEMBER—Jobless rate dips to 7.0%; still 'recession level,' AFL-CIO says . . . Poverty rate declined in '84, but 33.7 million remain poor . . . AFSCME to appeal court ruling on Washington State pay equity . . . Reagan stalls strike

Continued on Page 36

"As I have said many times, and believe with all my heart, the coalition that can have the greatest impact in the struggle for human dignity here in America is that of the Negro and the forces of labor, because their fortunes are so closely intertwined."

Martin Luther King in a letter to Amalgamated Laundry Workers, 1962

Archives of Labor and Urban Affairs, Wayne State University

Today We Labor to See His Dream

The third Monday of this month, January 20, marks the first U.S. celebration of a national holiday dedicated to a black American hero, Dr. Martin Luther King. Dr. King, by his life and work, exemplified the spirit of brotherhood and justice we in labor still struggle for today.

His life was dedicated to peace and to ensuring the right of all people to live in decency and respect, free from the fear of oppression and injustice. We remember Dr. King as a humanitarian, committed to the civil rights struggle, who met his death while supporting the efforts of Memphis sanitation workers to achieve dignity.

Memphis, Tenn., in 1968, was the scene of a strike by 1,200 AFSCME Local 1173 members, a group of predominately black sanitation workers. The City of Memphis had refused to recognize the union or to grant payroll dues deduction. Dr. King had come to Memphis to support the strike by leading a non-violent march through the city. But it was not meant to be. A

Continued on Page 38

Martin Luther King was a guest speaker at AFL-CIO conventions. Here he is introduced by the late AFL-CIO President George Meany.

Martin Luther King Jr. Holiday

Resolution enacted by the AFL-CIO at its '85 convention

WHEREAS, A goal pursued for 14 years by the AFL-CIO and its affiliates will be realized on January 15, 1986, when the birthday of the late Rev. Dr. Martin Luther King, Jr., will be celebrated for the first time as a national holiday; and

WHEREAS, Labor's advocacy of a holiday honoring the memory of Martin Luther King arose from the conviction that no other American in our time has more fully exemplified the spirit of brotherhood that alone can bring to birth a society of liberty and justice for all; and

WHEREAS, Trade unionists will never forget that Martin Luther King met his death from an assassin's bullet while supporting the peaceful struggle of Memphis sanitation workers to achieve dignity and a living wage through collective bargaining; and

WHEREAS, Observance of Martin Luther King's birthday affords to every American an opportunity to honor and emulate his personal courage and unswerving fidelity to the cause of equal rights and equal opportunity; therefore, be it

RESOLVED: That the AFL-CIO, in the words of its Ninth Constitutional Convention, "pledges to continue its efforts to bring about the day when the dream of Dr. Martin Luther King, Jr., of dignity, justice and peace for all shall be fully realized;" and, be it further

RESOLVED: That the AFL-CIO calls upon all trade union organizations and their members to initiate the observance of Dr. King's birthday by participating in community events that not merely pay tribute to his memory but that exemplify his spirit.

U.S. sessions of the new conference board were held in the General Office board room. At top, President Patrick Campbell speaks to the initial gathering. In the lower left picture, at the Canadian session, Fred Miron of Local 2693, Port Arthur, Ont., directs a question to Newfoundland Minister of Forestry Simms. At lower right, Simms responds to questions about aerial spraying of the spruce budworm and the hemlock looper, two forest pests.

UBC International Forest Products Conference Board Holds First Meeting, Charts Future Efforts

General President Patrick Campbell convened the first meeting of the UBC International Forest Products Conference Board on November 13 and 14 at the General Office in Washington, D. C. Composed of key Canadian and U.S. Lumber and Plywood Council and Local Union representatives, the Board was formed to address challenges presented by mill shutdowns, the introduction of new products and machinery, "overcapacity" in the industries, and anti-union efforts by major U.S. and Canadian forest products corporations.

The Board heard reports on economic developments in the industry in both countries, including new products and investments. It also reviewed detailed information on the extent of union and non-union operations, and on the UBC's lumber and sawmill membership and collective bargaining relationships.

The Brotherhood's Industrial and Special Programs Departments had prepared reports on various aspects of the industry for the meeting. Each representative also reported on problems and developments in his area. Representatives from UBC Canadian lumber and sawmill locals had gathered in Corner Brook, Newfoundland, in late October to hear reports on the current status of the Canadian forest products and paper industry, to discuss common problems, and to prepare a report on the Canadian industry for the Board meeting.

Mike Fishman, assistant to the general president for industrial, Representative Gonzo Gillingham, and 10th District Board Member Ron Dancer discuss the conference agenda.

In his opening remarks, President Campbell charged the Board with making recommendations for further organizing and collective bargaining gains for the UBC's 50,000 members in the forest products industry. He repeated the International's willingness to commit resources for protecting the UBC's members in the industry, and for maintaining and expanding the union's role through targeted organizing efforts. The UBC, as the largest North American union with members in the forest products industry, may be the only organization capable of committing the resources needed to do the job, Campbell pointed out.

Board discussions covered the need for a better exchange of contracts and collective bargaining developments among Canadian lumber and sawmill locals, a single UBC voice in Canada on forest products industry issues, and, in the U.S., coordinated bargaining strategies between the Northwest and the South and to better target organizing

Group tackles challenges of mill shutdowns, claims of 'overcapacity' in the industry, the introduction of new products, and anti-union efforts of major corporations

efforts in the industry. They also addressed the growing use of owner-operators in parts of the Canadian industry, non-union operations in both the Pacific Northwest and the Southeast, and wood products trade between the two countries.

The International Forest Products Conference Board will continue to meet on a periodic basis to exchange information on common industry developments and employers in the U.S. and Canada.

At both the Canadian and U.S. Industrial Conferences in March, workshops on the forest products industry will be held to review, in more detail, the issues raised by the Conference Board (See announcement below). UBC

Industrial Parley Called for U.S. and Canada

Full-time industrial council and local union representatives and other representatives servicing industrial members are being advised by a mailing from General President Patrick J. Campbell of a Canadian industrial conference March 20–22, 1986, in Toronto and a conference for representatives in the U.S. on March 4–6 in French Lick, Ind.

While the agenda for the conferences will vary somewhat, both will include sessions on the mill-cabinet and the forest products industries. Current industry problems and bargaining developments will be covered and organizing target areas will be identified. The conference will also introduce new tactics and approaches to help local unions win good settlements under adverse conditions.

The conferences mark the second consecutive year that U.S. and Canadian industrial conferences have been conducted by the General Office and reflect the International's increased commitment to the Brotherhood's industrial membership.

Representatives desiring more information on the conferences should contact the Industrial Department at the General Office or the Canadian Research Office in Toronto.

Several members of Local 2019, who are employed at the Klipsch Speaker Co., Hope, Ark., took part in the "85% in '85" steward training. Pictured front row, from left, are Robert Wyatt, Thomas Peck, Marsha Sutton, and Rena Hicks. Middle row, from left, are Dexter Flenory, Roy Byers, Richard Townsend, and Karan Joe. Back row, from left, are Kevin Nicholson, Alice Hamilton, Deronda Beavers, and Bill Holybee. Not pictured were Gary Middleton, David Walker, Frances Hale, and Charles Alexander.

85% In '85 Industrial Program Showed Impressive Results

"85% in '85," the UBC's voluntary in-shop organizing program, has brought nearly 1,000 new members into the UBC since first being implemented by the Southern Council of Industrial Workers in March and the Mid-Atlantic Industrial Council in July.

Relying on local union members to sign up fellow workers in their shops, the goal is to bring the membership in each UBC shop up to at least 85% of the employees. The program has been introduced in states which prohibit union security clauses requiring all workers to join the union, and it has been instrumental both in building up union membership in the two Councils and in strengthening the participating locals.

In the Southern Council of Industrial Workers, the program has been part of a more general educational program involving both steward and officer training, and is being carried out by International Representatives Earnie Curtis, Alice Beck and Ed Fortson. In the Mid-Atlantic Industrial Council, Representatives Tony Delorme and Maria Frederic have implemented the program.

The program, which will change its name to "Get On Board the UBC Express" beginning in 1986, may soon be introduced in other UBC industrial councils.

Slogan For 1986: 'Get On Board The UBC Express'

Washington Report

OSHA LABEL STANDARD

Under the new hazard communication standard of the Occupational Safety and Health Administration, chemical companies by November 25 must label containers and provide data sheets to manufacturers who use chemicals. Worker training sessions must begin by May 25, but a Union Carbide plant in Hahnville, La., will begin worker training in January. A Plaquemine, La., Dow Chemical plant prepares manuals that will be followed by worker training.

Some states will be tougher than OSHA. Texas requires disclosure of hazardous materials to the community as well as the manufacturers. "OSHA rules don't go far enough," says an assistant attorney general in Louisiana, where the state is drafting its own rules. Some other states plan to enforce their own standards.

FIRST-YEAR INCREASES

The prevalence of back-loaded settlements pushed the average first-year wage increase in private collective bargaining contracts negotiated during the first nine months of 1985 to the lowest level recorded in the 17-year history of the series, the Bureau of Labor Standards reports. The average first-year wage gain was 2.3% for contracts settled between January and September of this year, lower than the previous record low of 2.4% for contracts settled during 1984. The 2.3% figure also is a shade lower than the 2.5% average first-year gain for contracts settled during the first nine months of 1984.

Sharp increases in the size of construction industry settlements kept the median first-year wage increase for all industries in agreements concluded during the first nine months of the year at about the same level as last year, according to the Bureau of National Affairs, Inc., *Collective Bargaining Negotiations and Contracts* service. Construction contracts yielded a median first-year wage increase of 2.9% in the first three quarters of 1985, up from a median of zero, or a wage freeze, last year.

WORKPLACE INJURIES, 1984

In November the Bureau of Labor Statistics reported that 1984 injury rates increased for almost all occupations and industries. This came after a steady decline for three years in most areas. In our industries, the following figures were reported.

Lumber and Wood Products—19.3 injuries per 100 full-time workers (up from 18.1 in 1983), Furniture and Fixtures—14.9 injuries per 100 full-time workers (up from 13.8 in 1983), Construction—15.4 injuries per 100 full-time workers (up from 14.7 in 1983).

During 1981–83, OSHA took credit for reducing injury rates, claiming it was due to their new cooperative approach. Now that the rates are rising again, OSHA has blamed it on increasing employment levels, where new workers are hired who may be more accident prone.

One official stated, privately, that "those who take the credit should also take the blame." A scientist at the Congressional Office of Technology Assessment who analyzed the trends claims that in some industries, the rates have been tracking employment, but in others, such as construction, the rates have gone up faster than would be expected. This difference may be due to the inadequacies of OSHA under this administration.

HUD AND DAVIS-BACON

In a letter to Housing and Urban Development Secretary Samuel J. Pierce, Jr., the AFL-CIO Building Trades charged HUD with ignoring the Labor Department's wider view of the scope of Davis-Bacon prevailing wage protections. HUD is not applying Davis-Bacon wage requirements in urban development action grant and community development block grant projects despite indication by the Labor Department that such projects do fall under the scope of the Davis-Bacon Act.

A Labor Department opinion held that Davis-Bacon prevailing wage protections are applicable not only when UDAG and CDBG funds are used directly to pay for construction, but also when those funds are used for activities that are "integrally and proximately" related to that construction. Land acquisition and certain professional services should be protected by Davis-Bacon regulation, according to the Labor Department opinion.

HOUSING WINDING DOWN

Housing's three-year expansion is showing signs of winding down gradually because of stagnating economies in many areas of the country, according to John J. Koelemij, president of the National Association of Home Builders.

Koelemij's observation was backed up by housing starts figures released recently by the U.S. Census Bureau. New housing construction fell 9% in September to a seasonally adjusted annual rate of 1,583,000 units, the Census Bureau reported. Actual starts for the first nine months of 1985 totaled 1,321,800, down 4% from the number recorded during the same period in 1984.

CLIC UPDATE

HR 281, Double Breasting Bill, Requires Your Immediate Attention

House Resolution 281, now before the U.S. Congress, is the so-called "double breasting bill." If passed by both houses of Congress and signed by the President, this bill would make it harder for construction companies with union contracts to set up non-union companies on the side as a way to obtain low-bid jobs and undermine union contract standards and work practices.

The bill passed the House Education and Labor Committee last summer. As we go to press, it still awaits floor action. Congressmen must be made aware of how important this bill is to Building Tradesmen and particularly, in our case, to Carpenters, Millwrights, and the other construction craftsmen and women in our ranks.

The bill provides that separate firms performing similar construction work will be considered a single employer if there is common management or ownership of the firms.

The Associated General Contractors and other management organizations have mounted an attack on H.R. 281, claiming that it attacks worker and employer freedoms. What it would actually do is eliminate the subterfuge under which contractors with labor-management agreements are able to deny job rights and union wages and working conditions through dummy companies.

It is vitally important to union members protecting their hard-won contracts that H.R. 281 is passed by the House and eventually enacted into law. CLIC urges UBC members to write their congressmen as soon as possible, asking that they support H.R. 281 and eliminate double breasting from the construction industry.

Write: Congressman ______________, U.S. House of Representatives, Washington, D.C. 20515.

The year 1986 will be a crucial year for political action by trade unionists. There will be Congressional elections in the fall, and the new session of Congress has many pieces of legislation which need support. The UBC is on record as supporting tax reform, aid for farmers, buy-American legislation, and many other legislative issues.

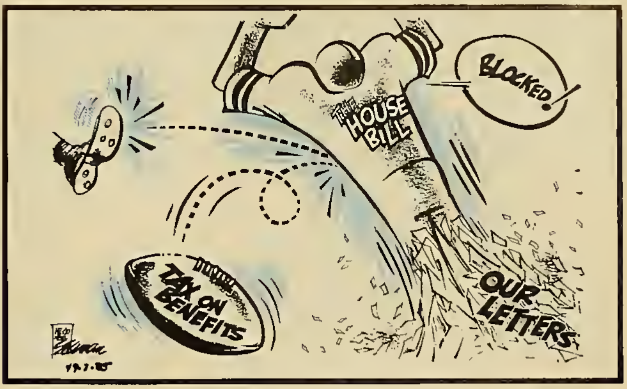
Funds are needed by CLIC, and UBC members will be asked to join CLIC or renew their membership, this year.

Delegates to the recent Illinois State Convention of Carpenters started the ball rolling for the new year. They contributed $2,750 to CLIC, in addition to the 1% CLIC payroll deduction to which all fulltime Illinois UBC officers and representatives have subscribed.

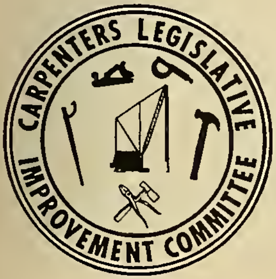
This year all 435 House seats and one-third of the Senate will be up for election without a national ticket to cloud the issues with 100 million dollar media campaigns. We must help elect our friends who will be running for election in '86. CLIC will help to accomplish this.

CLIC is your political voice in Washington. It is supported by the voluntary contributions of our concerned members.

These past five years under an anti-union Administration have been devastating to us all. Let's hope that valuable lessons have been learned. The chance for a friendly majority in the U.S. Senate is upon us in '86, and CLIC is the way to achieve that goal. UBC



Your letters and petitions urging Congress not to tax workers' fringe benefits but to shift some of the tax burden to tax-free corporations instead have had their effect. The House tax reform bill passed last month does not tax our hard-earned fringe benefits.



The official emblem of the Carpenters Legislative Improvement Committee has been redesigned from time to time to add symbols of new crafts and jurisdictions to the center of the emblem. A pile driver's rig at center is the latest to join the grouping.

How UBC Members Feel About Public Issues

In an effort to get members' views on legislative issues before the U.S. Congress, the Carpenters Legislative Improvement Committee prepared a series of 10 questions, which were published in the October issue of Carpenter. Readers were asked to clip out the questionnaire and return it to UBC General Treasurer and CLIC Director Wayne Pierce. The percentages below show how you voted.

Do you think that . . .

	YES	NO	ABSTAIN
1. the reduction of the deficit should be done with some tax increase?	54%	45%	1%
2. military spending should grow faster than the rate of inflation?	11%	87%	2%
3. immigration reform is an important issue for Labor?	93%	5%	2%
4. legislative action should be taken to slow the rate of foreign imports?	93%	5%	1%
5. legislative efforts can help organizing?	83%	9%	8%
6. Social Security should be cut?	15%	85%	
7. the tax rate for corporations should be raised?	89%	9%	2%
8. social programs such as food stamps should be cut back?	31%	65%	4%
9. farm programs are important to labor?	88%	9%	3%
10. union members should become more active in communicating with Congress, especially when they are requested to do so by the Carpenters Legislative Improvement Committee or the local Union?	95%	3%	2%

HOMEBUILDERS: New L-P Consumer Boycott

As L-P boycott handbilling at retail lumber dealers continues to be highly successful in many areas, a new phase of the L-P boycott is being initiated. The focus of this new boycott consumer action will be the home sales of homebuilders who use L-P wood products.

In many regions of the country, boycott survey reports indicate that large quantities of L-P wood products are being used in local residential construction. The lumber yards of many large homebuilders reveal considerable supplies of the struck wood products. An aggressive handbilling campaign advising the public about homebuilders who distribute L-P wood products will enable the boycott to reach users of large volumes of L-P products.

L-P's waferboard product, sold under the brand name "Waferwood," is manufactured specifically for the residential construction market. With 10 waferboard plants operational, L-P has over one billion square feet (⅜" basis) of waferboard production capacity. L-P's "Waferwood" has been a key target of the UBC consumer boycott at retail lumber dealers. Boycott handbilling to the public at sales models of new homes containing L-P wood products should produce the same positive consumer response we have experienced at retail lumber dealers.

Conducting L-P boycott handbilling at the site of new home sales of builders using L-P products will require step-by-step preparation by the local or council planning the action. The first step is to clearly identify L-P products at the jobsite and in the construction process. Photographs of the L-P products being used in the construction of homes to be handbilled will be the best method of documenting the L-P products' use.

Once the use of L-P products by a homebuilder is identified and documented, the General Office should be contacted for special consumer boycott handbills and instructions designed specifically for that homebuilder. As with the handbilling activity at retail lumber yards, the General President will communicate with the targeted homebuilders, informing them of the impending handbilling and providing them with copies of the literature to be distributed to prospective homebuyers. Lawful handbilling activity can then begin urging the public not to purchase homes constructed with any L-P wood products.

Every UBC council or local is urged to begin surveying local residential construction projects to identify potential targets for new home L-P boycott hand-

Two-Year Challenge

The AFL-CIO sanction for the L-P boycott was granted in January of 1984 at the urging of the Brotherhood on behalf of over 1,500 striking U.B.C. members at L-P mills in the Pacific Northwest. In the two years since that date, we have conducted the most aggressive labor-consumer boycott in the labor movement. We should be proud of that. Every member who has given up a Saturday morning to distribute L-P boycott leaflets in front of a retail lumber store should be proud—proud because you have helped your brothers and sisters in this Brotherhood and their families and because you are part of the most aggressive effort to fight an anti-union cancer in this country today.

You should also be proud because the results have been as impressive as the effort. Hundreds of retailers, manufacturers, contractors, and consumers have stopped selling and using L-P products because of the positive public response to consumer publicity. While L-P has increased its total production capacity nearly 25% since the strike started, its sales and profit performances have been the worst of major producers in the forest products industry over the past two years.

In those areas where little or no boycott activities have been conducted, I urged you to join the fight now. To those who have participated, I thank you and urge your continued support. In fighting L-P, the Brotherhood is sending a strong message to L-P and any other employer that an attack on any of our members is an attack on all of us, and we will fight back.

PATRICK J. CAMPBELL
General President

UBC President Urges Shareholder Opposition to Weyerhaeuser Anti-Takeover Proposals

Stimulated by concerns about possible takeovers, the management of many corporations in the country are urging shareholders to support restrictive bylaw revisions designed to immunize the companies from takeovers. Weyerhaeuser Company, a major forest products company, is the latest corporation to make this plea to shareholders. Fearful of a corporate takeover, Weyerhaeuser's board of directors asked for shareholder support of several proposals which gave the board major new powers to determine whether to reject or accept a takeover offer.

While expressing concern about the negative impacts on workers and communities associated with many corporate takeovers, General President Campbell, in a letter to major Weyerhaeuser institutional shareholders, urged opposition to the bylaw provisions. "While the broad social and economic value of the takeover activity we have witnessed recently is questionable, given the work dislocation and the inefficient use of capital that often characterize these transactions, the measures presented merit close critical review in light of the clear disadvantages identified by the company with the adoption of such restrictive amendments. As a representative of workers whose retirement funds are active institutional investors with modest holdings in Weyerhaeuser common stock, it is my concern that the proposed changes are too restrictive of basic shareholder rights," said Campbell.

The Nassau County Carpenters Benefit Funds, which holds Weyerhaeuser stock, and Funds Administrator Gary A. Cocker were instrumental in initiating the solicitation of Weyerhaeuser stockholders.

billing. As soon as users of L-P wood products are identified, the General Office should be informed and given relevant documents so that sample handbills can be sent for distribution to the targeted homebuilder. Detailing the facts about distribution of L-P products should enable all members of the public to exercise informed judgement and effectively support the L-P strikers' cause.

L-P Waferboard, easily identified by the red spray along the edges, stacked in the supply yard of a Maryland Builder.

Steps for Initiating L-P Consumer Boycott New Home Handbilling

(1) **SURVEY:** Survey residential home construction sites for use of L-P wood products, particularly waferboard. Lumber yards maintained by large homebuilders are good starting points for surveying purposes.

(2) **DOCUMENT PRODUCT USE:** Clearly document the use of L-P wood products on homes under construction. Taking photographs is the recommended method of documenting the use of L-P products.

(3) **CONTACT UBC GENERAL OFFICE:** Following identification of homes for L-P boycott handbilling, notify the General Office. Special handbills and instructions will be provided and the homebuilder will be informed of upcoming handbilling.

(4) **CONDUCT NEW HOMES L-P HANDBILLING:** Handbilling at sales models of new developments during busy buying periods will maximize communication to the consumer, and a positive consumer response may discourage continued use of the products. UBC

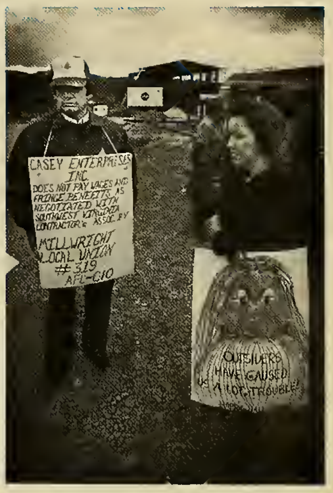
Taxpayers' JTPA Funds Help Contractor Pay Sub-Standard Wages on L-P Project

L-P's efforts to reduce work and living standards in the lumber industry have been well-documented and have produced a two year strike by 1,500 UBC members in the Pacific Northwest. Recent activities in the small town of Dungannon, Va., where L-P is constructing a new waferboard plant, indicate that L-P's condition is contagious.

Business Agent James Wright of Millwright Local 319 in Roanoke, Va., found L-P using a contractor out of Oregon to build its new waferboard mill in Dungannon. Casey Enterprises was paying millwrights approximately half the local millwright rate, so an "area standards" picket was initiated. Weeks of primary picketing has slowed the project, yet Casey Enterprises refuses to pay the area rate. **Casey Enterprises, which has worked on various L-P waferboard projects in the past and will undoubtedly be vying for others, is receiving JTPA funds from the federal government to cover half the wages of various workers on the project.**

The Local's picketing evoked concern from local residents when construction on the project slowed due to the picket's impact. Business Agent Wright spoke with the local residents who had complained about the slowed construction, and he expressed a commitment to work with the local community to ensure decent wages for those constructing the plant. The union also discussed the community's legitimate interest in seeing that fair wages are paid to those who will work in it once it is completed.

"Louisiana-Pacific recognizes Scott County's economic hard times and therefore is attempting to take advantage of the local people by using a contractor paying sub-standard wages," explained Wright.



CASEY ENTERPRISES INC.
DOES NOT PAY WAGES AND FRINGE BENEFITS AS NEGOTIATED WITH SOUTHWEST VIRGINIA CONTRACTOR'S ASSOC. BY
MILLWRIGHT LOCAL UNION #319 AFL-CIO
OUTSIDERS HAVE CAUSED US A LOT TROUBLE!

CONSTRUCTION ENTRANCE ONLY
STOP

This L-P plant construction project in southwest Virginia was marked by picketing and counter-picketing. First, Millwrights Local 319 displayed placards to inform the public that Casey Enterprises was not paying wages and fringe benefits as negotiated by the area contractors' association. Then a group of local residents, afraid that "outsiders" might delay the plant opening and future jobs, began to picket, too. Community picketers soon saw the Millwrights' viewpoint, however, removed their picket line and supported them. Photos by Tim Cox of the Coalfield, Va., Progress.

Ottawa Report

LABOR MINISTER: 'COOPERATE'

Co-operation between labor and management is the key to improving Canada's productivity performance, says federal Labor Minister Bill McKnight.

In part, McKnight said, labor-management talks have been unproductive because each side approaches the problem from a different perspective. "The very word productivity means vastly different things in the labor and management dictionaries. The employee dictionary interprets productivity as the process through which jobs are eliminated. Employers define the term as the essential ingredient for industrial growth."

The minister offered a few words of advice to labor and management officials who are currently striving for a more co-operative relationship.

"Begin (with the premise) that employee well-being will be accorded the highest priority. This means, among other things, the recognition of human worth, greater involvement in workplace decisionmaking, an enlightened labor adjustment program should layoffs become necessary, and a safe and healthy working environment."

Securing labor-management co-operation in health and safety matters is particularly important to the labor minister.

4.3 MILLION IN POVERTY

More than 870,000 Canadians—most of them children or young adults—have been forced into poverty by unemployment and tough economic times during the past five years, according to a study by the National Council of Welfare.

The report, which was released in late October, indicates that more than 4.3 million Canadians—about one sixth of the country's population—are poor.

Statistics Canada defines as poor a person who lives in a city of more than 500,000 and who earned less than $9,839 last year. A family of four is considered poor if it had an income of less than $20,010 last year.

Ken Battle, director of the advisory council, said the report's findings, based on the preliminary results of a survey of 35,200 households across the country, are a measure of the extent of poverty in Canada today.

"Until unemployment comes down below the double digits," he said, "one would expect the numbers to stay as bad as they are."

ILO FAULTS 3 PROVINCES

Three provinces have violated United Nations standards with laws restricting collective-bargaining rights for public employees, the International Labor Organization has found.

The United Nations agency's governing body approved a report from its freedom-of-association committee that found fault with legislation in Alberta, Newfoundland, and Ontario. The organization is still dealing with a complaint about British Columbia laws.

The criticisms are contained in a 14-page section of the report dealing with complaints about provincial legislation lodged by several unions.

But the ILO, which sets and monitors international labor standards, has no power to impose sanctions on any country that violates its conventions.

The report "shows that provincial governments in Canada abuse their legislative power to tilt the balance in their relations with their employees," he said.

UIC PAYMENTS GO UP

Some Canadian workers and their employers will be paying higher contributions to the national unemployment insurance scheme beginning this year.

An increase in the maximum insurable earnings covered by the plan will raise contributions for both employers and employees. The actual premium rate remains unchanged at $2.35 for every $100 of insurable income for employees and $3.29 for employers.

The Conservative government, in its May 23, 1985, budget, froze the premium rate for employees in 1986 at the $2.35 figure. That move was designed, among other things, to give a government-appointed inquiry into the unemployment insurance system time to complete its work.

For 1986, the maximum income that can be insured each week is being raised to $495, up $35 from the 1985 level. The 1986 figure is more than $100 more than it was in 1983. However, the premium rate level for employees has increased only five cents, from $2.30 in 1983.

UNION MEMBERS BETTER OFF

Unionized employees are enjoying shorter work weeks, increased vacation benefits, and more provision for maternity leave, says a new Labor Canada survey of 960 collective agreements.

Of the more than two million unionized workers surveyed, 52.7% have a 40-hour work week. Seven years ago, it was 46.6%.

During the same period, the proportion of workers with a 37.5-hour work week improved to 11.4% from 8.4% in 1978. As of July 1985, 9.6% had achieved a 35-hour week, compared with 7.6% seven years ago.

Today, 74% of the agreements in Labor Canada's analysis contain some from of maternity leave provision, compared with 59% in 1978. Nineteen percent of agreements providing for such leave also grant pay for at least part of the period over and above the benefits paid by unemployment insurance.

'Blueprint For Cure'

Labor-Backed Fund-raising Effort Offers Hope for Diabetes Sufferers

"Blueprint for Cure," organized labor's campaign to raise funds for construction of a new Diabetes Research Institute facility at the University of Miami, is also a blueprint for hope for the 12 million men, women, and children suffering from diabetes.

Spearheaded by the Building and Construction Trades Department, the AFL-CIO, and all organized labor, the project's coordinators have set a goal of raising between $7 and $10 million, primarily from organized labor, in the next three years. Co-chairmen of the project are UBC General President Patrick J. Campbell, Building and Construction Trades Department President Robert A. Georgine, and Sheet Metal Workers President Edward F. Carlough.

"Blueprint" Events

Several "Blueprint for Cure" fund-raising dinners are being sponsored by the Building Trades Department, including one held in Chicago, Ill., in August honoring Edward F. Brabec, president of the Chicago Federation of Labor and Industrial Union Council, attended by Jane Byrne, former mayor of Chicago, and U.S. Senator Alan J. Dixon (D-Ill.); and one in Los Angeles, Calif., honoring William R. Robertson, executive secretary-treasurer of the Los Angeles County AFL-CIO.

A total of 144 labor leaders are expected to participate in the First Annual "Labor of Love" Golf Tournament next month in Miami, Fla., timed to coincide with the AFL-CIO winter meetings. Participants will also be able to visit the Diabetes Research Institute at the University of Miami.

Local Fund-raising

Events such as bake sales, holiday programs, movies, pot luck suppers, raffles, phone-a-thons, and fish frys may seem small in comparison to the national fundraising events already scheduled. But "Blueprint For Cure" leaders have pointed out that these events actually constitute the heart of the humanitarian effort and will do the most to advance the search for a cure for diabetes.

In addition to these smaller efforts, more elaborate events can be conducted locally. For example, local members could hold a walk-a-thon, bike-a-thon, swim-a-thon, or a dance marathon. It is suggested that these can become annual events in the community's fundraising effort.

Team Effort

In the end, it will take dedication and commitment from every union member to make "Blueprint For Cure" a success, says General President Campbell, national "Blueprint For Cure" co-chairman.

"By donating time, money and service to this effort, union members can show every American what each of us has known for a long time.

"Our strong and proud labor movement benefits everyone. 'Blueprint For Cure' typifies those benefits and our efforts." UBC

Recent Contributors to 'Blueprint for Cure'

Reuben Barkus
Rayford P. Black
George R. Bourquin
Lloyd G. Buchanan
Harold Cheesman
Ralph J. Dominick
Edward J. Kammerer
William H. Leininger
Carl Leonhard
Michael W. Miller
H. E. Morris
Arnold Murphy
Anthony J. Piscitelli
William & Loretta Rash
Carmen J. Recce
Leonard J. Sova
William Volk
Walter & Caroline Warner
Harold T. Barry Co.
Homestead Paving Co.
Bob Poppino, Inc.
North Central Texas District Council
Robert H. Getz
Linda S. Kennedy
Samuel Nasiadka
Daniel DiFeo
Edward J. Hahn
Lewis K. Pugh
J. Harvey Scouton
Matthew Tyniec
The Luther A. Sizemore
Foundation, Inc.

Continued on Page 38

UNITED B
ORGAN
BY
ON
MA
AUTHORITY OF
NERS OF AMERICA
CARPENTERS AND
ISTERED 1900

EXECUTIVE BOARD
CARPENTERS' DISTRICT COUNCIL OF ST. LOUIS
1401 HAMPTON AVENUE, ST.LOUIS, MO. 63139
7777
November 6, 19 85
Pay to the order of DIABETES RESEARCH INSTITUTE $ 1,000.00
The sum of $ 1 0 0 0 and 0 0 cents DOLLARS
Cardinal Bank of St.Louis
St. Louis, Missouri
Carpenters' District Council
Executive Board

A weeping cardinal moans the St. Louis loss to the Kansas City Royals in Missouri's first all-state World Series on this facsimile check proudly displayed by, from left, Virgil Heckathorn, executive secretary-treasurer; Don Adams and Dave Langston, business representatives of the Kansas City Carpenters District Council. The check itself represented the payoff on a World Series bet between the agents of the St. Louis and Kansas City District Councils. The St. Louis agents' payment went to support the Diabetes Research Institute. The $1,000 contribution will swell labor's support of the fight against diabetes, originated by the Carpenters, expanded by the AFL-CIO Building and Construction Trades Department, and endorsed at the AFL-CIO convention.

Labor News Roundup

Labor's Use of TV viewed at AFL-CIO Convention

The AFL-CIO Convention showed labor's increasing use of television. Delegates were treated to four hours a day of closed-circuit programming featuring convention highlights and a sampling of television ads and shows local unions have used for organizing, disputes, and contract talks. More than a dozen videos were shown to introduce floor debate on certain issues.

Each day, the labor federation's Labor Institute of Public Affairs offered 30 minutes of convention highlights via satellite to more than 500 commercial TV stations. AFSCME, the public employee union, offered an interview with its chief by satellite hookup with TV reporters to promote the union's push for pay equity. Other unions planned similar events.

Milliken now works with labor to protect U.S. jobs

"The United States is sacrificing its manufacturing infrastructure on the altar of free trade, a god no other country workships," observed Roger Milliken, chairman of Milliken & Co. of Spartanburg, S.C., in a letter to the New York Times.

Milliken is well-known in labor circles. In 1956, he told 500 workers at his Darlington, S.C., mill that if they voted union, he would shut down the mill. They did, and he did.

Milliken, 69, is described as an iron-fisted tyrant and is still anti-union, but he has seen 12 of his mills shut down by low-wage imports.

That reality has converted him into a hardworking leader of the industry-union Crafted With Pride Council. It is aggressively promoting a publicity campaign to persuade consumers to buy "Made in U.S.A." apparel.

UPS workers request ABC's '20/20' treatment

A group of California Teamsters employed by United Parcel Service wants ABC-TV's "20/20" program to look into UPS working conditions. So they've launched a letter-writing campaign. UPS says it's an unhappy minority of workers. ABC says it hasn't noticed the effort.

Greenpeace will no longer buy Hanes T-shirts

Greenpeace USA is refusing to purchase Hanes T-shirts and sweatshirts in the future because of their anti-union stance and sweatship conditions. The political and education director of United Food and Commercial Workers Local 17 in Bellevue, Wash., contacted Greenpeace when he saw Hanes' products advertised in their catalog. He pointed out to them that not only do Hanes' workers work in deplorable conditions, but that the company had two Catholic nuns arrested because they encouraged the workers to join a union.

In a letter of response from Greenpeace they said when they have fulfilled their current commitment with their supplier, they would look to a union shop for their merchandise and emphasized they "share the concern and dignity of all living things."

Workers consider purchase of Uniroyal Chemical

Union workers at Uniroyal Chemical Co. are considering purchase of the company, Joseph Rzeszutek, president of Local 218 of the United Rubber Workers, said recently in Naugatuck, Conn. Uniroyal Chemical employs about 400 people at its Naugatuck plant and an estimated 3,000 worldwide. It was put on the market by its parent company, Uniroyal Inc. in Middlebury, Conn.

Part-Timers increase in growing number of industries

There is an increase in part-time employees at firms where business fluctuates according to *The Wall Street Journal*.

For example, American Airlines Inc.'s labor pacts allow it to use part-time ground crews in cities where it has few flights. Previously, it kept two full shifts of full-timers at the sites. USAir Inc. uses increased numbers of part-timers for plane loading and counter help to deal with airport rush times early and late in the day. Best Products Co. says 75% of its hourly employees are part time, up from 60% three to five years ago.

Preliminary results of a Dun & Bradstreet Corp. survey of 2,638 corporations show that 31% use part-timers working 20–25 hours weekly. Part-timers grow in popularity at food stores. Delchamps Inc. says half of its non-management workers are part-timers.

Depression and lower pay after plant closings

The new job after the plant closed meant considerably less pay.

A recent study shows that most of the former managers and clerical and hourly workers at International Harvester's Ft. Wayne, Ind., plant, closed in 1983, found work but took pay cuts as much as 40%. Factory workers took about a 20% pay cut, and it took them an average of 39 weeks to find new work. Today 84% of the former managers, 78% of the factory employees and 61% of the clerical workers are employed full time.

Indiana University sociologists Patrick Ashton and Peter Iadicola surveyed 555 former plant workers in a study funded by Harvester and the United Auto Workers union. "The financial impact was much greater than we anticipated," Professor Ashton says. Factory workers reported an average loss of $6,159 in family assets.

Personal problems emerged. Half the salaried workers, 48% of the factory workers, and 24% of the managers said they were depressed more often while job searching.

AFL-CIO approves boycott of BASF A.G. products

The Oil, Chemical and Atomic Workers International Union received sanction by the AFL-CIO Executive Council to boycott products of BASF A.G. Corporation of Geismar, La., and place them on the Don't Buy List.

Two hours before their contract expired in May 1984, the company locked out the 400 members of OCAW Local 4-620. The NLRB has upheld union charges against the firm which has attempted over the past six years to destroy or cripple the union through oppressive demands, revocation of certain contract provisions, and unreasonable contract concessions. BASF A.G. has taken each ruling into court to delay compliance.

Products to boycott that are manufactured by BASF A.G. Corporation are: BASF video, audio and computer tapes and discs, Lurotin brand vitamins, and Alugard 340-2 protectant found in some brands of anti-freeze.

UAW workers agree to alternative health benefits

General Motors and the United Auto Workers agreed recently that Saturn Corp. workers must choose between a health maintenance organization or a preferred provider organization, such as a hospital, for health benefits. They can't select conventional health insurance as can other auto workers.

NATIONAL RECIPROCAL AGREEMENTS PROTECT MEMBERS' BENEFITS

. . . but greater effort by local officers is needed

Responding to the mandate of the delegates to the last General Convention, new national Reciprocal Agreements were developed and distributed to all local unions and councils in 1983. These agreements protect the pension and welfare benefits of UBC members who find it necessary to take work outside their local's jurisdiction for a period of time. (A more complete explanation of the reciprocal program appears below.)

The new agreements work . . . but too many members are still not enjoying this long-awaited benefit. The reason: many local union and district council representatives who serve as trustees of benefit funds have not pushed for approval of the documents at meetings of boards of trustees. On the pages which follow this article is a list of Pension Funds and welfare funds which *have* approved the new Reciprocal Agreements. **The General Officers are urging all members to contact their local union officers to get this protection in force in your fund.**

How the Pension Reciprocal Agreement Works

If you work outside the area covered by your local's negotiated pension fund, the pension you have already earned is protected (and you can be adding to your ultimate pension) *if* your fund and the one under which you are working have signed the new agreement. There is no transfer of money in some situations. Instead, your pension credit will be maintained in each fund under which you work and when you retire you will receive pension checks from several Carpenter pension funds. This is called the "pro-rata" or "partial" pension arrangement.

For example, suppose you have 7 years of pension credit in your local union's program (sometimes called a home fund) and then you leave to work in other jurisdictions. Your pension credit record might look like this:

	Pension Credit
Home Fund 1977–1983	*7 years*
Carpenter Fund "A" 1984–1986	*3 years*
Carpenter Fund "B" 1987–1991	*5 years*

If you retired at age 65 in 1992 and all three Funds were participating in the program you would get a pension from all three programs because: a) When you combine the credits under all three Funds you would have more than 10 years in total; b) You have at least one year of credit in each fund since 1955; and c) You meet the age requirement for a pension. Of course, the amount of the monthly check you receive from each of the funds will be based only on the credit you earned under each fund and on each fund's own benefit level.

Another possible way your pension can be secured is if the funds under which you work sign a special section of the Reciprocal Agreement called "Exhibit B," or the *Transfer of Contributions* arrangement. Here, contributions made to other Carpenter funds are sent to your local's fund periodically and they are converted into pension credits only by that fund. At retirement, your eligibility and the amount of your pension will be determined only by your local's fund. And, you will receive a single monthly check from that fund.

Pension and welfare agreements which participate in the national program are now operating in 35 states.

For example, if you worked under Carpenter Fund "A" and Carpenter Fund "B" as shown in the previous example, those funds would send the contributions back to your home fund. They would have no further obligation to pay you benefits. Your home fund would determine the value of those contributions and would adjust your pension record accordingly.

Conditions—The Transfer of Contributions arrangement only is effective if:

1. All the funds under which you work have signed the necessary document (Exhibit B) and
2. You sign an authorization form indicating that you want the contributions returned to your local's fund, within 60 days of the time you start working in another jurisdiction.

DIRECTORY

Reciprocal Agreements of the Pro-Rata Pension Plan

WE URGE YOU TO KEEP THIS ISSUE FOR REFERENCE

*Here is a listing of pension funds which have signed the National Carpenters Pro Rata Pension Agreement **(NCPRPA)** or the International Reciprocal Agreement for Carpenter Pension Funds **(IRACP-A/B)**; also, a listing of funds which have signed the Master Reciprocal Agreement for Health and Welfare Funds **(MRAH&W)**.*

The funds are listed by state. Councils and/or local unions covered by or participating in a specific fund are listed following each fund. (Is your fund on this list—why not?)

ALABAMA

Carpenters Local Union 109 Pension Fund (**IRACP-A**, 10/8/84)
907 Two Mile Pike
Goodlettsville, Tennessee 37072
(615) 859-0131

ARIZONA

Arizona State Carpenters Pension Trust Fund (**NCPRPA**, 7/1/71)
5125 North 16th Street, Suite A104
Phoenix, Arizona 85016
(602) 264-1804

Arizona State District Council

Local Unions: 857, 906, 1089, 1100, 1153, 1216, 1327, 1914

ARKANSAS

Carpenters Pension Fund of Arkansas (**NCPRPA**, 5/1/81)
1 Riverfront Place, Suite 580
N. Little Rock, Arkansas 72114
(501) 372-6081

Local Unions: 690, 891

CALIFORNIA

Carpenters Pension Trust Fund for Northern California (**NCPRPA**, 1/1/72)
995 Market Street
San Francisco, California 94103
(415) 777-3863

California State Council
Bay Counties District Council
Golden Empire District Council
Monterey Bay District Council
North Coast Counties District Council
Sacramento Area District Council
Santa Clara Valley District Council
Sequoia District Council
Sierra-Nevada Foothill District Council

Local Unions: 22, 34, 35, 36, 42, 102, 109-L, 144-L, 162, 180, 262, 316, 354, 483, 550, 586, 642, 668, 701, 751, 771, 829, 848, 925, 939, 981, 1040, 1109, 1147, 1149, 1235, 1240, 1280, 1323, 1381, 1408, 1418, 1486, 1496, 1522, 1570, 1599, 1618, 1622, 1789, 1861, 1869, 2006, 2035, 2046, 2114, 2164, 2565

Carpenters Pension Trust Fund for Southern California (**NCPRPA**, 10/27/71)
520 South Virgil Avenue
Los Angeles, California 90020
(213) 386-8590

Los Angeles District Council
Orange County District Council
San Bernardino-Riverside Counties District Council
Ventura County District Council

Local Unions: 24, 40-L, 42, 235, 300, 460-L, 563, 710, 721, 743, 769, 844, 929, 944, 1046, 1052, 1062, 1113, 1125, 1140, 1205, 1400, 1437, 1453, 1478, 1497, 1506, 1507, 1607, 1632, 1648, 1752, 1815, 1913, 1930, 1959, 1976, 2015, 2042, 2172, 2203, 2231, 2308, 2367, 2375, 2435, 2463, 2477

Mill Cabinet Pension Fund for Northern California (**NCPRPA**, 1/1/81)
995 Market Street
San Francisco, California 94103
(415) 777-3863

California State Council
Bay Counties District Council
Golden Empire District Council
Monterey Bay District Council
North Coast Counties District Council
Sacramento Area District Council
Santa Clara Valley District Council
Sequoia District Council
Sierra Nevada Foothill District Council

San Diego County Carpenters Pension Fund (**NCPRPA**, 6/16/71)
3659 India Street, Room 100
San Diego, California 92103
(619) 565-9126

San Diego County District Council

Local Unions: 1296, 1300, 1358, 1490, 1571, 2020, 2078, 2080, 2398, 2600

How the Health and Welfare Reciprocal Agreement Works

For health and welfare coverage, a separate Reciprocal Agreement was developed. Here, the system works the same way as the transfer of contributions program for pensions. If you work under another fund's jurisdiction and both that fund and your local's fund have signed the agreement, the contributions made on your behalf will be sent back to your local's fund. That fund will convert the money into eligibility credits and any health care claims will be processed only by your local's Fund.

Here, too, you must request in writing that the contributions be sent back to your home fund.

Take a close look at the listing of funds which have signed the Reciprocal Agreement. If your fund is not there, there is a good chance that your benefits will be in danger any time you work outside your regular fund's area. Make sure your local's officers do everything they can to have your funds join the reciprocity program. When you are ready to retire—or when you have a large hospital bill that won't be paid because you lost eligibility—it will be too late to correct the problem.

Copies of the agreements and answers to questions about them are available at the General Office.

Southern California Lumber Industry Retirement Fund (**NCPRPA**, 5/3/77)
650 South Spring Street, Room 1028
Los Angeles, California 90014
(213) 625-7662

Los Angeles District Council
Orange County District Council
San Bernardino and Riverside Counties District Council
Ventura County District Council

Local Unions: 721, 743, 1062, 1140, 1407, 1507, 1632, 1959, 2020, 2144, 2172, 2288, 2477

COLORADO

Centennial State Carpenters Pension Trust Fund (**NCPRPA**, 10/22/71)
789 Sherman Street, Suite 560
Denver, Colorado 80203
(303) 831-4033

Colorado Centennial District Council

Local Unions: 55, 244, 362, 510, 515, 1156, 1173, 1351, 1360, 1391, 1396, 1583, 2243, 2249, 2413, 2467, 2834

CONNECTICUT

Connecticut State Council of Carpenters State-wide Pension and Health Funds (**IRACP-A**, 1/1/84) (**MRAH&W**, 1/1/84)
10 Broadway
Hamden, Connecticut 06518
(203) 281-5511

Connecticut State Council

Local Unions: 24, 30, 43, 210

FLORIDA

Central Florida Carpenters District Council Pension Fund (**IRACP-A & B**, 1/1/84) (**MRAH&W**, 1/1/84)
P.O. Box 20173
Orlando, Florida 32814
(305) 894-5171

Central Florida District Council

Local Unions: 251-L, 1447, 1685, 1765

Gulf Coast District Council of Carpenters Pension Fund (**IRACP-A**, 1/1/84)
3800 Fletcher Avenue, Suite 105
Tampa, Florida 33612
(813) 977-7682

Gulf Coast District Council

Local Unions: 696, 1275, 2217, 2340

Jacksonville and Vicinity Carpenter's District Council Pension Fund (**IRACP-A**, 1/9/83) (**MRAH&W**, 1/9/83)
P.O. Box 16845
Jacksonville, Florida 32245-6845
(904) 398-3151

Jacksonville and Vicinity District Council

Local Unions: 627, 1278, 2292, 2411

Palm Beach County Carpenters Pension Fund (**IRACP-A**, 9/1/84)
2247 Palm Beach Lakes Boulevard, Suite 101
West Palm Beach, Florida 33409
(305) 689-8000

Palm Beach County District Council

Local Unions: 628, 819, 959, 1308, 1927, 2770, 3230

South Florida Carpenters Pension Trust Fund (**IRACP-A**, 10/1/83)
P.O. Box 560695
Miami, Florida 33156
(305) 525-0612

Broward County District Council
South Florida District Council

Local Unions: 405, 727, 993, 1250, 1379, 1394, 1509, 1554, 1641, 1947, 2024, 2795, 3206

Florida Millwrights, Piledrivers, Highway Construction, and Divers Pension/Welfare Funds (**IRACP-A**, 1/1/84) (**MRAH&W**, 4/25/85)
3500 Fletcher Avenue, Suite 105
Tampa, Florida 33612
(813) 977-7682

Local Unions: 1000, 1026

IDAHO

Idaho Branch, Inc., A. G. C.-Carpenter Pension Trust (**NCPRPA**, 6/1/80)
1662 Shoreline Drive, Suite 200
Boise, Idaho
(208) 345-5630

Washington-Idaho-Montana Carpenters-Employment Retirement Trust (**NCPRPA**, 7/1/71)
E. 123 Indiana
P.O. Box 5434
Spokane, Washington 99205
(509) 328-0300

Local Unions: 28, 88, 98, 112, 153, 220, 286, 313, 398, 557, 670, 718, 770, 911, 1085, 1172, 1211, 1332, 1524, 1691, 1699, 1849, 2205, 2225, 2382, 2425, 3243

ILLINOIS

Carpenters Welfare and Pension Funds of Illinois (**IRACP-A & B**, 9/25/85) (**MRAH&W**, 9/25/85)
28 North First Street
P.O. Box 470
Geneva, Illinois 60134
(312) 232-7166

Carpenters Welfare and Pension Funds of Illinois

Central Illinois District Council
Chicago and Northeast District Council
East Central Illinois District Council
Five Rivers District Council (Iowa)
Four Rivers District Council (Kentucky)
Madison County District Council
Northwest District Council
Southeastern District Council

Local Unions: 4, 16, 44, 63, 166, 183, 189, 195, 295, 308, 347, 363, 377, 378, 410, 422, 559, 633, 634, 636, 638, 640, 644, 678, 725, 767, 772, 790, 904, 916, 990, 1027, 1260, 1267, 1412, 1535, 1693, 1734, 1808, 2049, 2087, 2158, 2310

Chicago District Council of Carpenters Pension Fund (**IRACP-A**, 1/1/84) (**MRAH&W**, 1/1/84)
12 East Erie Street
Chicago, Illinois 60611
(312) 787-9455

Chicago and Northeast District Council

Local Unions: 1, 10, 13, 54, 58, 62, 74-L, 80, 141, 181, 199, 242, 250, 272, 434, 558, 839, 1185, 1307, 1539, 1693, 1889, 1954

Chicago District Council of Carpenters Millmen Pension Fund (**IRACP-A**, 1/1/84)
12 East Erie Street
Chicago, Illinois 60611
(312) 787-9455

Chicago and Northeast District Council

Local Union: 1027

Carpenters District Council of Madison County, Illinois and Vicinity Health and Welfare Fund (**MRAH&W**, 11/28/83)
617 W. Chain of Rocks Road
Granite City, Illinois 62040
(618) 931-0076

Madison County, Illinois, and Vicinity District Council

Local Unions: 295, 377, 378, 633, 725, 990, 1267, 1535, 1808

Danville Carpenters Pension Fund (**IRACP-A & B**, 12/10/84) (**MRAH&W**, 12/10/84)
17 E. Main Street
Danville, Illinois 61832
(217) 442-0975

Local Union: 269

Local Union 496 Insurance Fund (**MRAH&W**, 1/20/84)
555 S. Schuyler Avenue, Suite 220
Kankakee, Illinois 60901
(815) 933-5041

INDIANA

Northwest Indiana and Vicinity District Council of Carpenters Pension Trust Fund (**NCPRPA**, 7/1/81)
2111 West Lincoln Highway (Route 30)
Merrillville, Indiana 46410
(219) 769-6944

Northwest Indiana and Vicinity District Council

Local Unions: 599, 1005, 1043, 1485

Eastern Indiana Fringe Benefit Fund (**MRAH&W**, 2/23/84)
3515 Washington Boulevard
Indianapolis, Indiana 46205
(317) 925-8925

Eastern Indiana District Council

Local Unions: 912, 1016

Evansville Area Carpenters Health and Welfare Fund (**MRAH&W**, 9/13/83)
1035 W. Franklin Street
Evansville, Indiana 47710
(812) 422-6972

Local Union: 90

Local Union 413 Health and Welfare Fund (**MRAH&W**, 2/29/84)
315 N. Lafayette Boulevard
South Bend, Indiana 46601
(219) 233-2138

Indiana State Council of Carpenters Health and Welfare Fund (**MRAH&W**, 11/30/83)
P.O. Box 55221
Indianapolis, Indiana 46205
(317) 925-8925

Indiana/Kentucky District Council
Wabash Valley District Council
White River Valley District Council

Local Unions: 215, 222, 232, 292, 365, 565, 734, 932, 1142, 1188, 1664, 1775, 1816, 3210

Carpenters Labor Management Pension Fund (**IRACP-A**, 3/6/85)
5638 Professional Circle
Indianapolis, Indiana 46241
(317) 247-1347

Local Unions: 51, 71, 108, 202, 287, 329, 475, 497, 514, 566, 569, 576, 665, 763, 783, 857, 891, 943, 1015, 1110, 1160, 1313, 1357, 1362, 1404, 1585, 1683, 1686, 1796, 1836, 1865, 1894, 1964, 2008, 2027, 2030, 2077, 2093, 2110, 2201, 2321, 2342, 2367, 2696, 2753, 2957

KANSAS

Kansas Construction Trades Open End Pension Trust Fund (**NCPRPA**, 1/1/72)
4101 Southgate Drive
P.O. Box 5168
Topeka, Kansas 66605
(913) 267-0140

Local Unions: 750, 918, 1095, 1224, 1445, 1587, 1980, 2279

KENTUCKY

Falls Cities Carpenters District Council (**IRACP-A & B**, 1/1/85) (**MRAH&W**, 12/1/83)
4017 Dixie Highway
Louisville, Kentucky 40216
(502) 448-6644

Local Unions: 64, 458, 1650, 2209, 3223

LOUISIANA

Carpenters District Council of New Orleans and Vicinity Pension Fund and Health and Welfare Plan (**IRACP-A & B**, 1/1/84) (**MRAH&W**, 12/1/83)
1407 Decatur Street
New Orleans, Louisiana 70116
(504) 949-1642

New Orleans and Vicinity District Council

Local Unions: 332, 584, 1846, 1931, 2258, 2436

United Brotherhood of Carpenters Local Union 1811 Pension Fund (**NCPRPA**, 10/20/71)
c/o Southwest Administrators
P. O. Box 4617
Monroe, Louisiana 71201
(318) 323-5121

Northwest Louisiana Carpenters Pension Plan (**IRACP-A**, 1/1/84)
2715 Mackey Office Place, Suite 207
Shreveport, Louisiana 71118
(318) 687-5055

Local Union: 764

Carpenters Local 1098 Pension Fund (**IRACP-A & B**, 1/1/84) (**MRAH&W**, 1/1/84)
5219 Choctaw Drive
Baton Rouge, Louisiana 70805
(504) 355-0317

MAINE

Entry from New Hampshire

MARYLAND

Cumberland, Maryland, and Vicinity Building and Construction Employees' Trust Fund (**NCPRPA**, 8/1/71)
72 Greene Street
Cumberland, Maryland 21502
(301) 722-2141

Local Union: 1024

Carpenters Pension Fund of Baltimore, Maryland (**IRACP-A & B**, 5/23/85)
1105 North Point Boulevard, Suite 306
Baltimore, Maryland 21224
(301) 285-6200

Local Unions: 101, 191, 340, 544, 626, 974, 1024, 1141, 1354, 1548, 2012

MASSACHUSETTS

Massachusetts State Carpenters Annuity Fund (**IRACP-A & B**, 2/1/84)
69 Winn Street
Burlington, Massachusetts 01803
(617) 273-0260

Local Unions: 33, 40, 41, 48, 49, 56, 67, 82, 107, 111, 218, 275, 424, 475, 535, 596, 1121, 2168

Western Massachusetts Carpenters Pension Fund (**NCPRPA**, 1/1/80)
20 Oakland Street
Springfield, Massachusetts 01108
(413) 736-0486

Local Union: 108

Carpenters Local Union 624 Health and Welfare Fund (**MRAH&W**, 1/18/84)
30 Cottage Street, Room 23
Brockton, Massachusetts 02401
(617) 586-3081

Carpenters Local Union 1305 Health and Insurance Fund (**MRAH&W**, 1/10/84)
239 Bedford Street
Fall River, Massachusetts 02721
(617) 672-6612

MICHIGAN

Michigan Carpenters Council Pension Fund (**IRACP-A & B**, 12/14/83) (**MRAH&W**, 1/1/84)
241 East Saginaw, Suite 601
East Lansing, Michigan 48823
(517) 351-3400

Local Unions: 46, 100, 116, 297, 334, 335, 512, 704, 871, 898, 958, 1132, 1227, 1373, 1449, 1461, 1654, 1832, 2252

Local Union 1028-L (**IRACP-A & B** only)

Carpenters Pension Trust Fund—Detroit and Vicinity (**IRACP-A & B**, 11/18/84)
30700 Telegraph Road, Suite 2400
Birmingham, Michigan 48012
(313) 645-6550

Detroit and Vicinity District Council

Local Unions: 114, 118, 998, 1067, 1102, 1301, 1452

Detroit Carpenters Health and Welfare Fund (**MRAH&W**, 6/30/83)
20300 Civic Center Drive, Suite 205
Southfield, Michigan 48076
(313) 352-1970

Detroit and Vicinity District Council

Local Unions: 114, 118, 998, 1067, 1301

Local Union 5-L Health and Welfare Fund (**IRACP-A & B**, 1/1/82) (**MRAH&W**, 8/17/84)
7301 Schaefer
Dearborn, Michigan 48126
(313) 584-3550

Millwright's Local 1102 Health and Welfare Fund (**MRAH&W**, 1/1/85)
23401 Mound Road
Warren, Michigan 48091
(313) 756-3610

Resilient Floor Coverers Pension Fund—Detroit Area (**IRACP-A & B**, 1/31/85) (**MRAH&W**, 1/31/85)
Suite 4601, Bingham Center, 30700 Telegraph Road
Birmingham, Michigan 48010-3787
(313) 645-6427

Local Union: 2265

MINNESOTA

Twin City Carpenters and Joiners Pension Fund (IRACP-A & B, 12/5/85)
2850 Metro Drive, Suite 404
Bloomington, Minnesota 55420
(612) 854-0795

Twin City District Council

Local Unions: 7, 87, 548, 851, 889,

MISSOURI

Carpenters District Council of Kansas City and Vicinity Pension Fund (**NCPRPA**, 9/17/80) (**MRAH&W**, 8/1/83)
3100 Broadway, Suite 505
Kansas City, Missouri 64111
(816) 756-0173

Central Missouri District Council
Kansas City and Vicinity District Council

Local Unions: 27-L, 61, 110, 168, 311, 499, 607, 714, 777, 797, 938, 945, 978, 1262, 1271, 1329, 1434, 1529, 1635, 1792, 1880, 1904, 1915, 1925, 1953, 2057, 2099, 2297

Local Unions: 607, 1434,2057 (**MRAH&W** only.)

Carpenters Pension Trust Fund of St. Louis (**NCPRPA**, 9/1/81)
Carpenters Building
1401 Hampton Avenue
St. Louis, Missouri 63139
(314) 644-4800

St. Louis District Council

Local Unions: 5, 47, 73, 73-L, 185, 417, 602, 795, 1008, 1596, 1739, 1795, 1839, 1875, 1987, 2119, 2214, 2298, 3202

MONTANA

Washington-Idaho-Montana Carpenters Employment Retirement Trust **(NCPRPA, 7/1/71)**
E. 123 Indiana
P.O. Box 5434
Spokane, Washington 99205
(509) 328-0300

Local Unions: 28, 88, 98, 112, 153, 220, 313, 398, 557, 670, 718, 770, 911, 1085, 1172, 1211, 1332, 1524, 1691, 1699, 1849, 2205, 2225, 2382, 2425, 3243

NEBRASKA

Lincoln Building and Construction Industry Pension Plan **(NCPRPA, 2/19/80)**
First National Bank Building, Suite 211
100 North 56th Street
Lincoln, Nebraska 68504
(402) 466-1070

Local Union: 1055

Omaha Construction Industry Health, Welfare, and Pension Plans **(IRACP-A & B, 1/16/85) (MRAH&W, 1/16/85)**
8707 W. Center Road
Omaha, Nebraska 68124
(402) 392-2180

Local Union: 400

NEVADA

Northern Nevada Carpenters Pension Trust Fund **(NCPRPA, 6/1/72)**
1745 Vassar Street
P.O. Box 11337
Reno, Nevada 89510
(702) 786-1120

Local Union: 971

Construction Industry and Carpenters Joint Pension Trust for Southern Nevada **(NCPRPA, 1/1/80)**
1830 East Sahara Avenue, Suite 100
Las Vegas, Nevada 89160-1320
(702) 732-1966

Local Unions: 1780, 1822

NEW HAMPSHIRE

Northern New England Carpenters Pension Fund (IRACP-A & B, 11/3/85)
490 Valley Street
P.O. Box 930
Manchester, New Hampshire 03105
(603) 622-0984

Local Unions: 320, 407, 538, 621, 625, 921, 1487

NEW JERSEY

New Jersey Carpenters Pension Fund **(IRACP-A & B, 1/1/83) (MRAH&W, 1/1/83)**
130 Mountain Avenue
Springfield, New Jersey 07081
(201) 379-6100

Central New Jersey District Council
South Jersey District Council

Local Unions: 65, 121, 124, 155, 393, 399, 455, 542, 620, 623, 715, 781, 821, 1006, 1107, 1489, 1578, 1743, 2018, 2098, 2250

Local Union 15 (**IRACP-A & B** only)

E. C. Carpenters Pension Fund **(IRACP-A & B, 6/13/84) (MRAH&W, 6/13/84)**
76 South Orange Avenue
South Orange, New Jersey 07079
(201) 762-4228

Local Union: 1342

Carpenters and Millwrights Local 31 Pension Fund **(NCPRPA, 10/6/71)**
I. E. Shaffer & Co., Administrator
31 Airpark Road
CN 62
Princeton, New Jersey 08540
(609) 921-0644

Carpenters Resilient Flooring Local Union 2212 Pension and Welfare Fund **(IRACP-A & B, 1/1/84) (MRAH&W, 1/1/84)**
1503 Stuyvesant Avenue
Union, New Jersey 07083
(201) 964-7779

NEW MEXICO

New Mexico District Council of Carpenters Pension Trust Fund **(NCPRPA, 1/1/81)**
1200 San Pedro NE
P.O. Box 11399
Albuquerque, New Mexico 87192
(505) 262-1921

New Mexico District Council

Local Unions: 1245, 1294, 1319, 1353, 1962

NEW YORK

Hudson Valley District Council of Carpenters Pension Fund **(NCPRPA, 10/1/82)**
632 Route 9W
Newburg, New York 12550
(914) 561-7885

Hudson Valley District Council

Local Unions: 245, 255, 258, 265

Nassau County Carpenters Pension Fund **(IRACP-A, 7/13/83) (MRAH&W, 7/13/83)**
1065 Old Country Road
Westbury, New York 11590
(516) 334-8300

Nassau County District Council

Local Unions: 1093, 1291, 1397, 1772, 1921

New York City District Council of Carpenters Pension Fund **(NCPRPA, 4/1/80)**
204-8 East 23rd Street
New York, New York 10010
(212) 685-2546

New York City District Council

Local Unions: 17, 20, 135, 246, 257, 296, 348, 531, 608, 740, 902, 1164, 1456, 1536, 2155, 2287, 2632, 2947

Suffolk County Carpenters Pension Fund **(NCPRPA, 4/1/80)**
Fringe Benefit Funds
Box 814
Medford, New York 11763
(516) 732-2544

Suffolk County District Council

Local Unions: 1222, 1837, 2669

Westchester County, New York, Carpenters Pension Fund **(IRACP-A & B, 7/1/83) (MRAH&W, 7/1/83)**
10 Saw Mill River Road
Hawthorne, New York 10532
(914) 592-8670

Westchester County District Council

Local Unions: 53, 77, 149, 163, 188, 350, 493, 543, 1134

Carpenters Local Union 964 Pension Fund **(NCPRPA, 3/12/73)**
130 North Main Street
New City, New York 10956
(914) 634-8959

OHIO

Ohio Carpenters Pension Fund **(IRACP-A & B, 12/12/83)**
3611 Chester Avenue
Cleveland, Ohio 44114
(216) 361-6190

Capital District Council
Cleveland and Vicinity District Council
Lake Erie District Council
Maumee Valley District Council
Summit, Medina, and Portage Counties District Council
Tri-State District Council
United Counties District Council

Local Unions: 3, 11, 69, 105, 171, 182, 186, 200, 248, 254, 267, 268, 356, 372, 404, 437, 484, 639, 650, 660, 705, 735, 892, 940, 976, 1079, 1108, 1138, 1241, 1242, 1255, 1279, 1359, 1365, 1393, 1426, 1438, 1454, 1457, 1519, 1581, 1750, 1755, 1871, 1929, 2077, 2239, 2333, 2662, 2906

Cleveland and Vicinity Carpenters District Council Hospitalization Fund **(MRAH&W, 10/26/83)**
3611 Chester Avenue
Cleveland, Ohio 44114
(216) 361-6190

Cleveland & Vicinity District Council

Local Unions: 11, 105, 182, 254, 404, 1108, 1365, 1750, 1871, 1929

Miami Valley Carpenters District Council Pension Fund **(NCPRPA, 8/1/71)**
201 Riverside Drive, Suite 3A
Dayton, Ohio 45404
(513) 228-8139

Miami Valley District Council

Local Unions: 104, 1228, 1311, 1807, 2248, 2408

Ohio Valley Carpenters District Council Pension Fund **(NCPRPA, 10/1/71) (MRAH&W, 6/17/85)**
200 Central Trust Building
309 Vine Street
Cincinnati, Ohio 45202
(513) 977-3458

Ohio Valley District Council

Local Unions: 2, 47-L, 637, 698, 703, 739, 873, 1477

Construction Industry Health and Welfare Trust **(MRAH&W, 5/1/85)**
Delta Lane and Old Route 52

P.O. Box 1014
South Point, Ohio 45680
(614) 377-2742

Local Union: 1519

OREGON

Oregon-Washington Carpenters-Employers Pension Trust Fund **(IRACP-A**, 2/24/84) **(MRAH&W**, 2/24/84)
309 S. W. Sixth Avenue
P.O. Box 3168
Portland, Oregon 97208
(503) 225-5671

Local Unions: 190, 247, 426, 573, 738, 780, 814, 933, 1001, 1036, 1065, 1094, 1273, 1277, 1342, 1388, 1427, 1502, 1543, 1707, 1715, 1760, 1857, 1896, 1961, 2019, 2066, 2067, 2081, 2084, 2130, 2133, 2154, 2181, 2204, 2218, 2275, 2289, 2416, 2419, 3082

PENNSYLVANIA

Carpenters Pension Fund of Western Pennsylvania **(NCPRPA**, 2/27/80)
495 Mansfield Avenue, First Floor
Pittsburgh, Pennsylvania 15205
(412) 922-5330

Western Pennsylvania District Council

Local Unions: 33-L, 81, 142, 165, 206, 211, 230, 333, 422, 462, 500, 541, 556, 616, 682, 773, 900, 947, 1010, 1014, 1088, 1160, 1419, 1759, 1936, 1999, 2235, 2264, 2274

Carpenters Local Union 261 Annuity Fund **(IRACP-A & B**, 9/1/83) **(MRAH&W**, 9/1/83)
431 Wyoming Avenue
Scranton, Pennsylvania 18503
(717) 342-9673

RHODE ISLAND

Rhode Island Carpenters Pension Fund **(NCPRPA**, 1/18/72)
14 Jefferson Park Road
Warwick, Rhode Island 02888
(401) 467-6813

Rhode Island Carpenters District Council

Local Unions: 94, 342, 801, 3086

TENNESSEE

Middle Tennessee District Council of Carpenters Pension Fund **(NCPRPA**, 5/1/78)
200 Church Street
Nashville, Tennessee 37201
(615) 859-0131

Local Unions: 223, 1544

Tri-State Carpenters District Council of Chattanooga, Tennessee, and Vicinity Pension Trust Fund **(NCPRPA**, 6/30/71)
P.O. Box 6035
Chattanooga, Tennessee 37401
(615) 756-7638

Tri-State Chattanooga District Council

Local Unions: 50, 74, 654, 1002, 1274, 1608, 1821, 1993, 2132, 2429, 2461, 2470, 2490, 3257

Carpenters Local Union No. 345 Pension Plan **(NCPRPA**, 1/1/80)
750 Adams Street
Memphis, Tennessee 38105
(901) 525-1080

TEXAS

Texas Carpenters Pension Fund **(IRACP-A**, 1/1/84)
6162 East Mockingbird Lane, Suite 207
Dallas, Texas 75214
(214) 827-7420

Local Unions: 14, 977, 1266, 1565, 1884

Houston District Council of Carpenters Pension, Health, and Welfare Plan **(IRACP-A**, 1/1/85) **(MRAH&W**, 1/1/85)
7151 Office City Drive, Suite 101
Houston, Texas 77087
(713) 644-6223

Local Unions: 213, 526, 973, 1084, 1226, 1334, 1890, 2232

UTAH

Utah Carpenters and Cement Masons Pension Fund **(NCPRPA**, 7/28/72)
3785 South 7th East
Salt Lake City, Utah 84106
(801) 263-2692

Carpenters District Council of Utah

Local Unions: 784, 450, 722, 1498, 2202

VERMONT

Entry from New Hampshire

WASHINGTON

Carpenters Retirement Trust of Western Washington **(NCPRPA**, 8/3/76)
P.O. Box 1929
Seattle, Washington 98111
(206) 623-6514

Washington State Council of Carpenters
Seattle, King County, and Vicinity District Council

Local Unions: 131, 317, 470, 562, 756, 770, 1144, 1148, 1303, 1532, 1597, 1699, 1708, 1797, 2127, 2205, 2396

Millmens Retirement Trust of Washington **(NCPRPA**, 11/23/71)
2512 Second Avenue, Room 206
Seattle, Washington 98121
(206) 624-8236

Local Unions: 338, 2234

Washington-Idaho-Montana Carpenters Employment Retirement Trust **(NCPRPA**, 7/1/71)
E. 123 Indiana
P.O. Box 5434
Spokane, Washington 99205
(509) 328-0300

Local Unions: 28, 88, 98, 112, 153, 220, 286, 313, 398, 557, 670, 718, 770, 911, 1085, 1172, 1211, 1332, 1524, 1691, 1699, 1849, 2205, 2225, 2382, 2425, 3243

Tacoma Millmen's Pension Trust Fund **(IRACP-A**, 1/1/84)
P.O. Box 1894
Tacoma, Washington 98401
(206) 572-6818

Local Union: 1689

WEST VIRGINIA

Chemical Valley Pension Fund of West Virginia **(IRACP-A & B**, 9/23/85)
401 Eleventh Street
Huntington, West Virginia 25701
(304) 525-0331

Chemical Valley District Council
North Central District Council

Local Unions: 128, 476, 518, 604, 899, 1159, 1207, 1369, 1911, 2430

Carpenters Health Fund of West Virginia **(MRAH&W**, 5/29/85)
401 Eleventh Street
Huntington, West Virginia 25701
(304) 525-0331

Chemical Valley District Council
North Central District Council

Local Unions: 128, 476, 518, 604, 899, 1159, 1207, 1369, 1911, 2430

WISCONSIN

Wisconsin State Carpenters Pension Fund **(IRACP-A & B**, 10/13/83) **(MRAH&W**, 10/27/83)
P.O. Box 4002
Eau Claire, Wisconsin 54702
(715) 835-3174

Central Wisconsin District Council
Fox River Valley District Council
Wisconsin River Valley District Council

Local Unions: 204, 252, 314, 361, 406, 606, 630, 657, 755, 782, 820, 836, 849, 955, 1063, 1074, 1143, 1146, 1246, 1344, 1364, 1403, 1521, 1709, 1844, 1864, 1919, 2064, 2112, 2129, 2244, 2246, 2334, 2351, 2504, 2898, 3203

Building Trades United Pension Trust Fund—Milwaukee and Vicinity **(IRACP-A & B**, 8/16/83)
2323 N. Mayfair Road
Milwaukee, Wisconsin 53226
(414) 257-4150

Milwaukee District Council

Local Unions: 10-L, 264, 344, 1053, 1114, 1181, 1208, 1314, 1573, 1741, 2073, 2283, 2331, 2337

Racine Construction Industry Pension Fund **(IRACP-A & B**, 8/26/85) **(MRAH&W**, 8/1/84)
1824 Sycamore Avenue
Racine, Wisconsin 53406
(414) 634-3583

Local Union: 91

WYOMING

Wyoming Carpenters Pension Fund **(NCPRPA**, 1/1/76)
200 Consolidated Royalty Building
Casper, Wyoming 82601
(307) 235-5636

Local Unions: 469, 1564, 1620

Carpenter, BC's On the Level Win Awards in ILCA Judging

Once again, *Carpenter* magazine garnered awards in the annual International Labor Communications Association's competition. In the 1985 competition (covering 1984 editions), *Carpenter* took first place for best cover with a February 1984 safety cover, and third place for best feature with "The Real Truth About Housing Costs" in the September 1984 issue.

Commending the February cover, the judges remarked: "Framed within the page, a montage on job safety strongly emphasizes red in the four-color process to dramatize danger in a most effective way. Keyed to a new series starting inside, this cover is a model of its kind."

"The Real Truth About Housing Costs," also published in brochure format, received the comment, "Useful economic background and good graphics show that mortgage interest rates — not the wages of construction workers — are to blame for the high cost of new homes."

For the second year in a row, the British Columbia Provincial Council of Carpenters' newspaper *On The Level* was the first choice for general excellence among regional publications of fewer than 20,000 circulation.

"The judges picked *On The Level* for the top award because they were impressed by its activist emphasis upon news you can use, whether to design a gambrel roof today or a new economy tomorrow. Dozens of stories are packed into a hefty package of well-reported stories accompanied by informative, clearly labeled photographs. A sample of the page-top section titles from a typical issue — Newslines, Around the Province, Union News, Solidarity News, Organizing, Politics, International News, Level Dossier, Labour History, and Back Page — only hints at the wide-ranging concerns covered in this fascinating, action-oriented publication."

LABOR COMMUNICATIONS ASSOCIATION
INTERNATIONAL
ILCA
AFL-CIO/CLC

ILCA Secretary-Treasurer James Cesnik, left, presents the 1985 awards to General Secretary John S. Rogers, editor, and Roger Sheldon, associate editor.

•

There are more than 20 UBC local union and council newsletters and newspapers being published in the United States and Canada. If your local or council would like advice and assistance in starting a newssheet for your members, write: Carpenter, 101 Constitution Ave., N.W., Washington, D.C. 20001

Alice Perkins Gets Acrylic Eyes

Alice Perkins, the little girl born 10 years ago without a face and adopted by UBC family Ray and Thelma Perkins of Maryville, Tenn., continues to undergo surgery.

Her nose and upper plate already surgically created by Dr. John Lynch at Vanderbilt Hospital, Alice lacked only eyes. She received blue eyes, created by John Carney, one of only 150 oculists in the U.S., last October. Formers were installed a year earlier to increase the size of the interior of Alice's eye sockets to hold the acrylic eyes. The final stop was pressure bandages over Alice's new eyes so that the sockets and eyes could adjust to each other.

Although the eyes will have to be replaced periodically as Alice grows, "They look very natural," says Thelma Perkins. "She's so proud of those eyes."

Next spring Alice is scheduled for extensive surgery — a bone graft to close the palate.

Recent donations to Carpenters Helping Hands, Inc., are listed below. Donation total at the end of November was $168,640.83.

Local Union, Donors

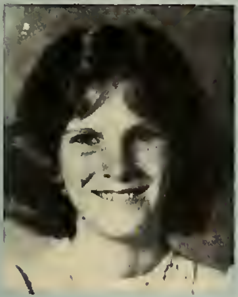
8, Dennis F. Dempsey
8, Francis McKenna
17, William Wood
17, Ernest J. Piombino
213, Eldridge Bustion
531, Ellen & Harold Myck
1437, Charles Clark

Additional Donors: Patricia Weaver, Doug Flowers, Alcoa Twenty-Five Year Service Club, Stuart Robbins, and Mr. and Mrs. Floyd Timm.

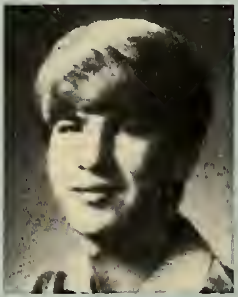
Contributions should be made out to Helping Hands and sent to Helping Hands, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Missing Children

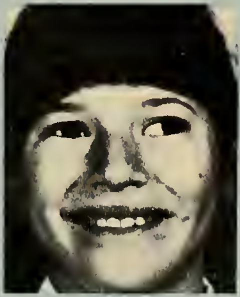
If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5678



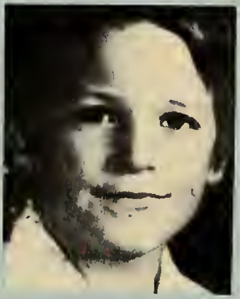
RAYLENE SUSAN HENSLEY, 15, has been missing from her home in Louisiana since January 5, 1983. Her hair is dark blond and her eyes are blue.



CHRIS HARVEY, 16, has been missing from Colorado since July 11, 1984. His hair is light brown and his eyes are hazel.



TAMMY L. BELANGER, 9, has been missing from her home in New Hampshire since November 13, 1984. Her hair and eyes are brown.



LUKE TREADWAY, 11, has been missing from his home in Oregon since May 23, 1984. His hair is dark blond and his eyes are brown.

LOCAL UNION NEWS

Aid for Members At Dillard Mills

Five hundred UBC members at the Dillard Sawmills of the Roseburg Forest Products Company in Dillard, Ore., have been certified by Secretary of Labor William E. Brock as eligible to apply for cash benefits, training, and other employment-related assistance under the Trade Adjustment Assistance program.

The members of Local 2949, Roseburg, Ore., were engaged in the production of softwood lumber used in construction projects. Many were totally or partially separated from their jobs because of foreign imports. The Office of Trade Adjustment Assistance conducted an investigation and provided the basis for certification.

Anyone terminated from a job at the facility on or after June 7, 1984, is eligible for TAA benefits. The program provides cash compensation for a total of 52 weeks at the same rate paid weekly for regular unemployment insurance in Oregon. Eligible workers receive 52 weeks of payments minus the number of weeks for which they may have already collected UI benefits. When enrolled in an approved training program, workers may receive up to 26 additional weeks of cash benefits. The employment security agency in Oregon will administer assistance through local offices under provisions of the Trade Act of 1974.

Colorado Picnic

A horseshoe tournament and hobby exhibit were just two of the activities enjoyed last year by the families attending Berthoud, Colo., Local 510's annual membership family picnic. Above are horseshoe champs Lou Devens and partner. Below, the hobby crafts of Mr. and Mrs. Hallie Mullen are enjoyed by picnickers.

Sydney Bowl Construction Underway

Members of Local 1588, Sydney, N.S., are involved in the construction of Centre 200, Phase 2 of the Convention Centre Project being built in Sydney for the Canada Winter Games 1987. The Centre has two stories with a mezzanine between floors. The total size is approximately 100,000 square feet, with a 5,000-seat bowl, a 3,000-seat arena with a portable stage, and an 850-seat theater on the upper bowl with a 2,500-seat theater and a spacious display area.

Builders, Unionists Honored in Peekskill

At Local 163's Labor-Management Dance were, from left, Andrew O'Rourke, county executive, Steward Muller, general contractor; Ralph Cannizzaro, retired secretary-treasurer, Westchester District Council; David Bogdonoff, builder; Richard Jackson, mayor of Peekskill; Gordon Lyons, dinner dance chairman; and George Pataki, New York State asemblyman.

At a recent labor-management dinner dance, Local 163, Peekskill, N.Y., honored two area builders that have been building union for 50 years. Also honored was Ralph Cannizzaro, a representative for the local for 13 years, serving on the Westchester District Council for 10 years. Toastmaster Gordon Lyons stressed the need for labor and management to work together, and urged people on both sides to "put away personalities in order to serve their membership."

Proclamations were received from the county and state assemblies, along with a letter of congratulations from President Reagan, and Congressman Hamilton Fish endorsed the affair wholeheartedly. Proceeds from the affair, attended by 535 people, were given to the honorees' favorite charities.

Illinois Opera House Renovation

As a part of their community's Job Training Partnership Act, Local 904, Jacksonville, Ill., operated a Summer Youth Labor Project this past summer. The program involved five youths in a labor intensive project to help renovate the Phoenix Opera House in Rushville, Ill.

The youths made the building structurally sound, repairing damage caused by age and water. The materials were provided by the opera house, and the Two Rivers Regional Council of Public Officials furnished the necessary tools and equipment.

Projects such as this are sponsored to provide training in the construction trades and allow the rehabilitation or improvement of community buildings that would not otherwise be possible.

'Building America' Exhibit Scores Five-Year Success, Ready For More Display In The New Year —Are You Interested?

Our centennial exhibit, "Building America," was shown last fall in the North Plaza lobby of the U.S. Department of Labor, Washington, D.C. A crew of apprentices from the D.C.-Md.-Va. Training School, shown here, handled the installation.

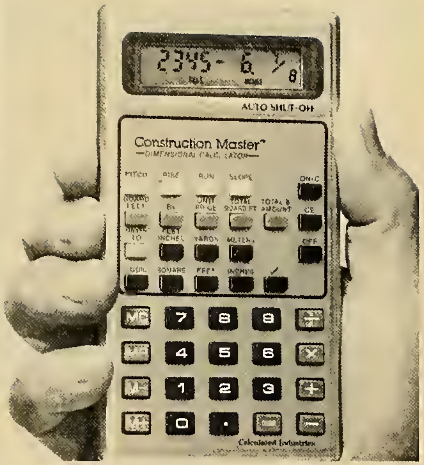
The UBC's big centennial exhibit, "Building America," first put on display at the General Convention in Chicago, Ill., in 1981, has been viewed by thousands in the five years since it was created. Designed to show how the crafts represented by our union have helped to make the United States and Canada great since the first colonists landed on our shores, the exhibit has been on display in such major cities as Omaha, Neb., Phoenix, Ariz., Santa Fe, N.M., Los Angeles, Calif., Pittsburgh, Pa., and Washington, D.C.

The exhibit is designed for easy erection and dismantling. Between showings, it is housed in a 40-foot trailer.

"Building America" is a 127-foot-long "walk through" display which commemorates a century of labor-management cooperation in the construction industry.

The exhibit shows in a series of dramatic and historical pictures how skilled craftsmen have helped to build America for the early colonies to the 20th century. Among the many photographs are early-day pictures from the UBC archives.

It is still available for showings at state fairs, museums, shopping centers, and similar locations. To arrange such showings in your area, your local union or council should discuss the matter with General Secretary John S. Rogers at the General Office in Washington, D.C.



New Feet-Inch Calculator Solves Building Problems In Seconds

Now you can quickly and easily solve all your dimension problems directly in feet, inches and fractions — with the all new Construction Master calculator.

- Add, subtract, multiply and divide feet-inch-fraction dimensions directly — no conversions needed
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- One-button converts between feet-inch-fractions, decimal feet, decimal inches, yards and meters — including square and cubic dimensions
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- Built-in angle solutions let you solve for right triangles (i.e., roof rafters, squaring-up foundations). Just enter two sides (or a side and a roof pitch) and the calculator instantly gives you your answer — right in feet and inches!
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Plus, the Construction Master is a standard math calculator with memory and battery-saving auto shut-off. Compact (2-3/4x5-1/4x1/4") and lightweight (5 oz.). Includes easy-to-follow instruction manual, 1-year replaceable batteries, full 1-Year Warranty, and vinyl carrying case — with optional leather case also available.

With the time and money you save, the $99.95 Construction Master will pay for itself many times over — probably on your first job! Order now and save an additional $10 with our special introductory price of just $89.95. This offer is limited so don't delay!

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(714) 921-1800

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☐ Also, include_____ custom, fine-grain leather case(s) at $10 ea. Color: ☐ Brown ☐ Burgundy

☐ Add my initials hot-stamped in rich gold for $1 per initial. Imprint the following:

(Note: Imprinted leather cases are not returnable.)

Name _____

Address _____

City/State/Zip _____

☐ **Check enclosed for entire amount of order including 6% tax for California orders.**
☐ **Charge to: ☐ VISA ☐ M/C ☐ Amer. Exp.**

Card # _____ **Exp. Date** _____

Sign Here _____ CP 3

ON STRIKE LOCAL 3011 UBC of J of A AFL-CIO NO CONTRACT —NO WORK—

Members of Local 3011, Wilson, N.C., came out in strong support of their picket line at the Hackney Brothers Body Company plant, November 4. A pig roast, prepared near the picket line, helped to keep members fed and morale high during the early days of the strike.

Local 3011 Members Walk Out at Hackney Bros. Body Co., Settle for 3% Increase

One hundred and twenty members of UBC Local 3011 walked off their jobs November 4 at Hackney Brothers Body Co. in Wilson, N.C., rejecting contract proposals by the company.

It was the first strike in the company's 131-year history. Hackney Brothers employees have been union members since 1941.

"This is not an economic strike," Tony Delorme, business representative of the Mid-Atlantic Industrial Council, said. "It is a strike about the way these people are treated, and they are not treated well."

It is reported that relations with management soured when Hackney officials said they would be terminating the traditional time-and-a-half pay for employees working overtime and would pay the regular hourly wage instead. The employees also asked for transfer of the company's insurance policy from its current carrier to another organization which would provide broader coverage at lower cost.

Local 3011 went back to work the first week of December, agreeing to a 3% wage increase. Other issues remain to be settled. Approximately 45 new members were signed up by the local union during the strike.

Call Channel "Home Doctor": The Call's Free

Channel Home Centers, a major East Coast retailer of wood products, has a toll free number (1-800-CHANNEL) which the public can call with any questions about home fix-ups. Channel is a major retailer of L-P "Waferboard", with its over 100 stores targeted for L-P boycott handbilling. UBC members may want to take advantage of this opportunity to courteously convey to the Channel "Home Doctor" that they will not patronize Channel Home Centers as long as L-P products are sold.

Banquet attendants at Local 3103's 20th anniversary celebration held recently in Martinsville, Va.

Martinsville Local Marks Anniversary

Twenty years of operation for UBC Local 3103, Martinsville, Va., was recently celebrated by members. Local 3103 President Houston Surber Jr., acted as master of ceremonies for the special banquet and dance, introducing a number of speakers including Fred Martin, one of the original 20 members who helped organize the local, and Tony Delorme, who spoke on "85% in '85." Richard Hearn presented awards to employees. Local 3103 is a member of the Mid-Atlantic Industrial Council.

Fred Martin, left, gives the podium to Robert Spencer, a recent retiree of Local 3103.

Golden Hammer Award to Flath

Pictured above, from left, are Larry Hodgin, financial secretary, Local 1120; Elvin Busby, president of the Local; and Virgil Flath with his Golden Hammer.

Virgil Flath, Local 1120, Portland, Ore., was recently presented a Golden Hammer Award in appreciation of all his time and efforts on behalf of the group. For the past six years, Flath has served as their recording secretary, and before that he held several other offices. He is presently a member of the apprenticeship committee and is shop steward at Specialty Woodworking in Portland. The specially inscribed plaque was donated by Vaughan and Bushnell, tool manufacturers.

Bolger Honored

The 56th Annual Convention of the Illinois State Council, recently assembled in East Peoria, Ill., honored retired Fox River Valley District Council President Paul Bolger.

Bolger, left, holds a special plaque presented to him by State Council Executive Secretary-Treasurer Dick Ladzinski and Council President Don Gorman.

FREE CATALOG

For a free government catalog listing more than 200 helpful booklets, write:
Consumer Information
Center, Dept. B, Pueblo,
Colorado 81009.

WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

POSTER CHILD

The United Way of Michigan found Nicole Conley's sparkling smile and pretty blue eyes to be just right for their Labor Poster Child. Her dad, Tim Conley, a third-year millwright apprentice with Local 1102, Detroit, Mich., and his wife Brenda quickly agreed. They were happy to do something for the United Way—especially after all that United Way agencies had done for them.

Last April the Conleys discovered that their daughter Nicole, who was only 16 months old, had leukemia. Her skin was frequently bruised and a simple touch brought tears to her eyes. After five months of treatment, Nicole's cancer had gone into remission, and the family gratefully welcomed back their happy little girl. But all is not over; Nicole still undergoes chemotherapy every three weeks (she's on a three-year program), and also requires special attention since her immune system is weakened.

Much of her medical attention comes from the United Way and United Foundation agencies who have provided medical and financial assistance to the Conleys. "We couldn't get by without them," the couple says. Today Nicole's picture smiles down from posters throughout their area reminding all that "thanks to you it works."

SCOUTING AWARD

Dale Hollopeter, a member of Local 1394, Fort Lauderdale, Fla., was recently honored by the presentation of his George Meany Award during an AFL-CIO Ball at the Diplomat Hotel in Hollywood, Fla. Hollopeter was given the award in recognition of his outstanding service to youth through the programs of the Boy Scouts of America.

Currently a member of the Troop Committee for Pack 115 in Wilton Manors, Fla., Hollopeter became involved in scouting 48 years ago by joining Scout Troop 93 in Hinella, N.J. Throughout the years, he has served as Junior Assistant Scout Master, Cub Master, and as a committee member for various troops in both Florida and New Jersey.

In addition to his work with the Boy Scouts, Hollopeter is also a member of the Doric Blue Lodge 140, York Rite Bodies, Council of Royal and Select Masters, Chapter of Royal Arch Masons Keystone Chapter 20, Knights Templar Malta Connandery 35, and the Scottish Rite Balley of Lake Wkorth, 32nd Degree.

YEAR'S IRISHMAN

Pascal McGuinness, president of the New York City and Vicinity District Council, was recently feted by the Grand Council of United Emerald Societies. McGuinness was chosen as their 1985 "Irishman of the Year." He is pictured above receiving congratulations from "honorary Irishmen." From left, are New York City Comptroller Harrison J. Goldin, Congressman Mario Biaggi, McGuinness, and Thomas Manton.

ESSAY WINNER

Vernon R. Pursley III of New Haven, Mo., recently took top honors in a statewide contest sponsored by the Missouri Association of Realtors with an essay titled, "How Becoming a Homeowner Can Give Me a Voice in America." His prizes included a plaque and a $500 check. In a preliminary contest, he had been awarded a $100 cash prize by the Franklin County Board of Realtors.

Pursley

Pursley is the son of Rosalyn and Vernon Pursley Jr. His father is a 22-year member of Local 47, St. Louis, Mo., and his grandfather, Vernon Sr., is a 38-year member of the same local.

In 1984 Pursley was the recipient of the National 4-H Gardening/Horticulture award presented by Ortho Chevron which gave him a $1000 scholarship and an all-expenses-paid trip to Chicago, Ill., for the National 4-H Congress. He is currently studying horticulture at East Central College in Union, Mo., on a scholarship.

Members In The News

Beautifying the School

From flowers to four-by-fours, Chris Heyer strives for perfection in everything she does. The 28-year old, second-year apprentice at the Stony Point Apprentice Training Center, is a member of Local 964, Rockland County and Vicinity, N.Y., and spends her spare time beautifying the local's headquarters in New City, N.Y., by planting flowers and vegetables in their barren plot.

"It's just my way of saying "It's just my way of saying thank you," she explains; a way to repay kindness shown to her by union members. Before planting a single seedling, Heyer borrowed several books on gardening from her local library "so I wouldn't do the job haphazardly," as she told a reporter from the *Rockland County Journal News*. She stopped by the local office on a regular basis last spring while she was working at a construction site just down the road. "Before going to work, I'd stop by and plant flowers. Sometimes I even gardened on the weekends," she said.

When Heyer started last May, there was nothing but weeds in the patch that was soon filled with petunias, marigolds, peppers, and tomatoes. And the neighbors of the union frequently commented on how professional her arrangement of the flowers looked. Heyer gets raves for her carpentry, too, Richard Bonacore, coordinator of the Stony Point Apprentice Training Center says. "Chris is one of the best apprentices to come to us. When she's around you know it because she gives more than the average person, whether it be digging a ditch or planting a flower."

New Heart Gives New Start

Michael Covert with wife Peggy and daughter Jennifer.

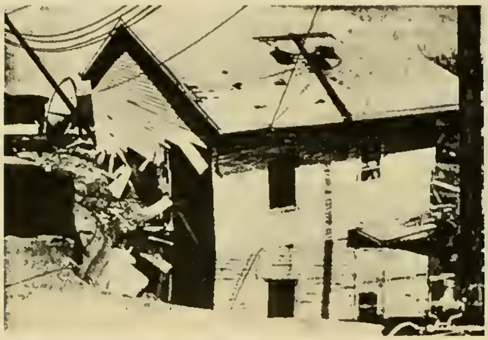
We've all heard of "getting a new lease on life," and we usually consider it a figure of speech. But Michael Covert, a 23-year member of Local 1839, Washington, Mo., gives new meaning to the old expression.

In June of 1984 Michael began experiencing chest pains. He immediately saw his doctor and was hospitalized for cardial miopathy, an enlargement of the heart. In October he went into cardiac arrest. Although his condition eventually stabilized, he was unable to even walk because he was so weak. On Nov. 26, 1984, Michael got a new start when doctors performed a heart transplant operation.

In an amazing three months, Michael had completely recovered from the operation. He returned to his job doing trim work for CSC and ConTech. There are no restrictions on his activity and he can do everything he used to do.

Michael and wife Peggy are grateful to the Carpenters' Health and Welfare Trust Fund for the financial assistance they received, but they're more grateful to the organ donor who made Michael's new life possible. "If it wasn't for an organ donor, I wouldn't be here," he says.

West Virginia Members Devastated by Flood Waters



In early November torrential rains, churned up by the fringes of a hurricane, poured 14 inches of rain over a three-day period on Moorefield, W.Va., flooding the watershed of the Potomac and Shenandoah Rivers. Homes were torn apart and towns devastated by the flood waters.

More than 75% of the town of Moorefield was covered by flood waters. Members of UBC Local 2101 employed by the American Woodmark Corp., suffered extensive damages. By November 10, 453 homes were uninhabitable. There were four deaths and four persons missing. A total of 23 American Woodmark employees lost their homes and personal belongings. Only two were covered by insurance. Thirty-four American Woodmark employees suffered severe water damage to their homes.

The UBC's Mid-Atlantic Industrial Council has appealed for monetary and material aid for those stricken. The Brotherhood has made an initial contribution of $10,000, and the Mid-Atlantic Council has added $2,500, but much more is needed.

The personnel director of American Woodmark has compiled a list of the individual losses, and persons able to contribute to Local 2101 flood relief are urged by Richard Hearn, secretary of the Mid-Atlantic Council, to make checks out to "UBC Local 2101 Flood Relief Fund" and send contributions to: UBC Mid-Atlantic Industrial Council, P.O. Box 966, Marion, Va. 24354.

APPRENTICESHIP & TRAINING

Berthoud Grads

New journeymen carpenters receiving certificates and belt buckles from Local 510, Berthoud, Colo., are, from left, Tom Lemmo, Eileen Marie, Richard Parady, and Chris Baggiani.

Non-Union Apprentice Court Suit Fails

Non-union contractors in Washington State lost a suit claiming that state rules governing wage rates for apprentices constitute illegal price fixing. The suit was aimed at the state's Department of Labor and Industries and six current and former members of the Apprenticeship and Training Council.

The court ruled against the contractors on the grounds that authority for the rules "can be found within the council's broad authority to regulate."

The non-union contractors claim the rules require them to pay such high wage rates they are almost "completely excluded" from "effective competition for public works contracts in the state."

The ruling ensures for the time being that contractors' competitiveness does not come at the expense of fair wages. Judge Voorhees, who presided over the case, said the standards were set to establish a framework for a "progressively increasing scale of wages to be paid apprentices."

California State Contest Winners

The 27th Annual California State Apprenticeship and Training Contest was held in Santa Barbara recently. All of the contestants had won a first or second place in a local competition before advancing to the state contest.

The entrants were each given a set of plans and eight hours to complete their assigned project. The judges considered both quality and efficiency of the work. In addition, there was a four-hour written test which was worth 30% of the total competition.

All of the contestants were guests at an award banquet held at the Mirmar Hotel after the contest was completed. Kent Shubert, Local 1418, Lodi, 46 No. Counties, took a first place in the carpentry division; David Hukill, Local 721, Los Angeles, 11 So. Counties, was the first place mill-cabinet worker; and John Brick, Local 1607, Los Angeles won in the millwright division.

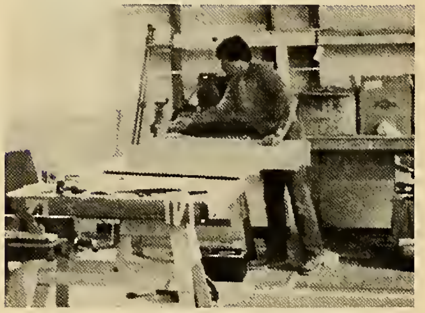
Awards were presented by Creighton Blenkhorn, director, joint apprenticeship and training committee fund for Southern California; Frank Benda, director, 46 Northern Counties Carpenters Joint Apprenticeship and Training Committee; and Bill Williams, director, San Diego and Vicinity Carpenters Joint Apprenticeship and Training Committee. Trophies were presented by Thomas L. Benson, chairman, California State JATC; and Hans Wachsmuth Jr., vice-chairman of the California JATC. Each contestant was given his cash award and a plaque.

MILLWRIGHT TOOLS

Gilbert H. Adams, 63, recently retired from Local 1454, Cincinnati, Ohio, due to poor health. He has an array of millwright tools, many never used and some still in their original boxes.

He's offering them for sale to fellow UBC millwrights. Call Adams at (513) 988-0070 or write: Gilbert Adams, 700 Greenwood Lane, Trenton, OH 45067.

Kent Shubert, Local 1418, Lodi, Calif., winner in the carpentry competition, is pictured above, left, with C.C. Blenkhorn, center, and Tom Benson.



First prize winner in the mill-cabinet competition was David Hukill, Local 721, Los Angeles, Calif.

John Brick, Local 1607, Los Angeles, Calif., during the millwright competition in which he won first place.

Graduates at Niagara-Genesee

Local 280, Niagara-Genesee and Vicinity, Lockport, N.Y., recently graduated a class of 12 apprentices, which included its first women journeymen. The newly graduated are pictured above. Front row, from left, are Justine Mt. Pleasant, Kevin O'Brien, Mark Teoli, Kenneth Fura, and Audrey Waszak. Back row, from left, are John Woods, Ray Lamb Jr., Phil Kratz, David Lucatra, Duane Deutschner, Dennis Lunney, and James Hackett.

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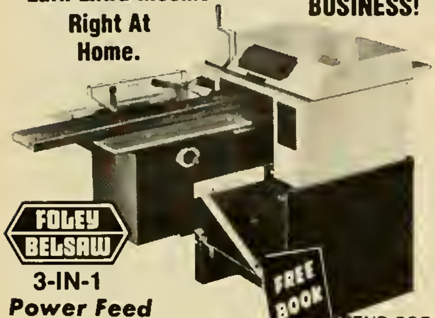

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WORKING TOGETHER
City of Phoenix & Maricopa County
CENTRAL LABOR COUNCIL OF ARIZ.
PHOE ILDING & CONSTRUCTION
RADE COUNCIL
LABOR L ALS

A group of UBC apprentices, outside the shelter, front row, from left, are Gary Lunig, Local 1216, Mesa, Ariz.; and Vernon New, Local 1089, Phoenix, Ariz. Back row from left, are Fred Work, head of apprenticeship and training program; Scott Dean, Local 906, Glendale, Ariz.; Dennis Hill, Local 1089, Phoenix, Ariz.; Ron Rinicker, Local 1089 Phoenix, Ariz.; and Brian Bailey, Local 906, Glendale, Ariz.

Arizona Members Build Shelter For Homeless Men

Apprentices from the Arizona Carpenters' Apprenticeship and Training Committee were among union members from over a dozen labor organizations who volunteered their time and talents to erect a new shelter for homeless men in the Phoenix, Ariz., area. The project was the product of a team effort by labor, city officials, and contractors.

Members of 14 building trades unions built the facility, which was financed mostly by a $10,000 donation from the Central Arizona AFL-CIO and the Phoenix Fire Fighters. Earlier this year, union crews renovated a women's facility in the same complex.

The 13,000 square foot shelter was literally rebuilt during the six months it was under construction. It now includes an open shower area, laundry room, and a dining and activity area. Shelter Director Art Stillwell credits organized labor for their cash and manpower contributions of over $40,000, and for "taking the lead in this project."

Apprentices Dean Scott, Local 906, Glendale, Ariz., rear, and Vernon New, Local 1089, Phoenix, Ariz., at work on the homeless shelter in Phoenix, Ariz.

Brian Bailey, Local 906, Glendale, Ariz., looks pleased to be pounding another nail in place for this community service project.

Dealing Deficit

Continued from Page 3

In the months ahead we shall see how much the Reagan Administration and the Congress will actually trim from the federal government's trillion-dollar shopping list.

Reform Tax Laws

Continued from Page 3

On December 11 tax reform lost out to "politics as usual" as Republican Congressmen, supported by special interests and the corporate lobbyists, defeated the legislation through procedural maneuvering. We'll have to wait and see what 1986 will bring.

Ron Rinicker, left, Local 1089, Phoenix, Ariz., and Gary Lunig, Local 1216, Mesa, Ariz., work together on this installation.

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Sculpture Visited

Barney Rust, a retired carpenter from Local 114, East Detroit, Mich., sent us a photograph of the bronze sculptured carpenter featured on our September cover. His photograph was taken before the lunch bucket and thermos bottle were removed from the statue, and includes his granddaughter, Nicole Ervin, left, and a friend, Debbie Morland. According to Rust, these two young ladies brought a smile to the bronze face.

Fancy Butter Churns

"Polished country" is the way Joseph Sinclair, of Local 1245, Clearwater, Fla., describes the products he creates. He makes a variety of items, but the most challenging task he has encountered is the old-fashioned butter churn pictured to the right. The churn is made of poplar with stainless steel bands. His daughter paints country scenes on many of his products before they are stained to gleaming finish. Brother Sinclair was formerly a member of Local 160, Philadelphia, Pa.

Oldest Member Dies

Feb. 3, 1985, Ingvald Watten of Local 361, Duluth, Minn., reached the age of 100. He died November 8 in Park Point Manor.

Born in Kristiansund, Norway, and a resident of Duluth for 80 years, Watten was "a good mechanic and a good union member," according to his many friends. He designed and built many houses for Contractor-Developer Gunnar Johnson over a period of 16 years. He retired to a nursing home at the age of 73, but even there he continued doing carpentry work and landscaping during his first 10 years there.

New Kensington Retirees' Luncheon

Retirees' Club Number 32 of Local 333, New Kensington, Pa., gathered at the Hill Crest Country Club in Lower Burrell, Pa., for its thrid quarterly luncheon. Pictured above from left, are H. Bohickik, E. Hvizdos, M. Shaffer, M. Kordos, A. Gutknecht, J. Hettmen, S. DeSimone, and G. Fiscus.

Middle row, from left, are J. Talbot, president; B. Eshbaugh; A. Kunkle; E. Boyd; B. Davis; J. Deren; J. Barnett; D. Downs; and A. Girard, business representative.

Back row, from left, are R. Cribbs, C. Kammerdeiner, E. McMillen, J. Sommers, J. Bahnak, and F. Crissman.

Avoid Snow Shoveling As You Grow Older

Short Stretches, Keep Warm

Snow shoveling is a strenuous exercise, akin to weight-lifting. It's hard on the heart (more than 1,200 deaths annually are linked to shoveling snow) and on legs, arms and the back. Even those in good physical condition must be careful and limit what they do. Older persons, and those not in good physical condition, should leave snow shoveling to others or, if they feel they must shovel the snow, they should do it carefully.

Shoveling is an isometric exercise that requires 6 to 15 times the energy that a body uses at rest—an overload then can make enormous demands on a body's cardiovascular system. A professional magazine, *The Physician and Sportsmedicine*, gives some tips:

Use a short shovel with a small scoop. Dress comfortably, to be warm, but don't dress so heavily that you're hot inside: Increased body temperature can add stress to your cardiovascular system. Begin gradually. Lift only small loads, lifting with your legs and not your back, pushing the snow instead of lifting if you can and avoid straightening up and throwing snow aside. Those 40 and over should do their shoveling in short stretches, resting between them. Don't take the dangerous approach of thinking you want to get the shoveling over with and then rest.

The magazine recommends wearing a cold-weather mask or a scarf to help warm inhaled air. And it warns against large meals, coffee, tea, colas, alcohol or tobacco before or after shoveling. There is strong medical agreement that a quick drink or two will help ward off the cold; it doesn't and may even make the dangers of cold and exercise harder on the body.

If Your Car Won't Start In Cold Weather

Jump Starts, Don't Smoke

Whether you drive or not, cars should be started daily in cold weather and run for five minutes or so.

However, starting a cold car puts an added strain on batteries. Millions of drivers run into trouble every winter; auto clubs and garages have a difficult time trying to keep up with service calls.

Many car owners buy jump-start cables to start cars themselves. It's more dangerous than nine out of ten realize. The National Society to Prevent Blindness issues warnings annually against battery-related eye injuries. It offers, for 25 cents, a glow-in-the-dark sticker listing safety tips. Send a quarter to the organization at 79 Madison Avenue, New York, NY 10016 and request the battery sticker.

Briefly, don't smoke; be sure ignitions are off when attaching cables (the cars should be in park or neutral and not touching); check that the dead battery has fluid in the cells and isn't frozen); be sure the bad battery and the good one are of the same voltage, and make absolutely certain that you follow jump-start directions. If you don't know what you're doing, don't do anything—your safety, your battery, and your car could be in jeopardy if you make a mistake.

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Save Time, Money, do a Better Job With This Modern Water Level

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Send check or money order for $16.95 and your name and address. We will rush you a Hydrolevel by return mail postpaid. Or—buy three Hydrolevels at dealer price - $11.30 each postpaid. Sell two, get yours free! No C.O.D. Satisfaction guaranteed or money back.

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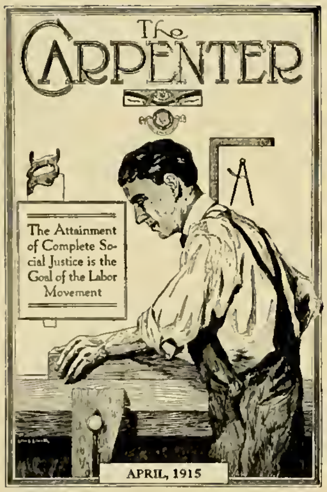

The
CARPENTER
The Attainment of Complete Social Justice is the Goal of the Labor Movement
APRIL, 1915

Several readers have written us asking for reproductions of the 1915 Carpenter cover, like the one shown above and suitable for framing. The reproduction is now available in dark blue on white, tan, goldenrod, green, salmon, cherry, or yellow. Readers may obtain such reproductions at 8½" × 11½" dimensions by sending 50¢ in coin to: General Secretary John S. Rogers, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001. Indicate color preferred.

Recertification Vote At Nord Is Contested

On Oct. 4, 1985, the National Labor Relations Board ruled that the E. A. Nord Co., Everett, Wash., had committed unfair labor practices in its dealings with UBC Local 1054, and had wrongfully interfered with the fairness of the July 11, 1984, decertification election.

Therefore, the NLRB ruled that a new election must be held to determine whether Nord employees wished to be represented by UBC Local 1054 after all. After over two years of strike activity, Brotherhood members were ready to cast their ballots for the UBC in the Dec. 4, 1985, election.

The election results favored Local 1054: 484 votes were cast for the UBC, and 284 were cast against the union. Unfortunately, the 464 votes of the striking Local 1054 members are being challenged since they had not worked at the plant in over 12 months. This 12-month ruling is currently being contested and, once again, it is time to wait for the NLRB decision.

It is interesting to note that, of the 484 votes for the UBC, 20 votes were cast by strike-breakers brought in by Nord.

On December 4, the day of the NLRB recertification election, Local 1054 members were still on the picket line after 874 days of strike.

Quebec Construction Election Brings Indecisive Results

None of the major trade unions listed on the ballot for the recent province-wide, construction-industry-representation election in Quebec won a decisive majority in the November voting.

Consequently, two of them will have to merge their memberships in order to gain total representation in the province, according to Claude Lafontaine, financial secretary of Local 2817.

The International (representing the United Brotherhood) garnered approximately 29% of the total vote, second to the Federation des Travailleurs de Quebec (F.T.Q.), which obtained approximately 42% of the total vote.

Quebec millwrights showed almost a two-to-one preference for the International, but Carpenters ran fourth to the F.T.Q., the C.S.N. (Confederation des Syndicate Nationaux), and the C.S.D. (Centrale des Syndicate Democratiques.)

General Office Appointments

General President Patrick J. Campbell has announced two recent staff appointments.

Lewis K. Pugh has been named to head the UBC Research Department. He fills a vacancy created by the death of Nicholas Loope last year. Pugh has been working with Assistant to the General President Jim Davis on juridictional matters. Prior to that he served as secretary of the Washington, D.C., Md., Va. District Council of Carpenters.

Ted Kramer, formerly with the Apprenticeship and Training Department, replaces Pugh in the Jurisdictional Department.

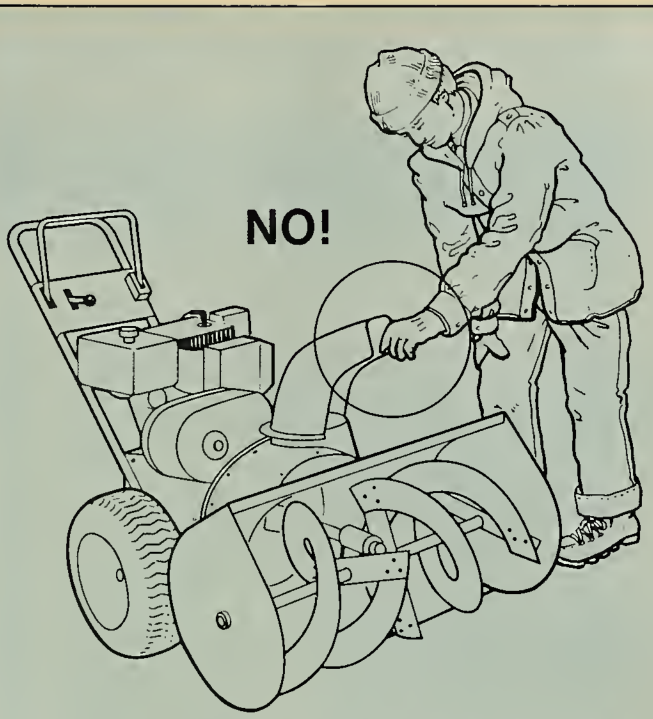
The executive committee of Millwrights Local 2182, Montreal, Que., played a vital role in the recent Quebec construction industry election. Its members include, from left, M. Denis Guertin, Jean Guy Godin, Jacques Champagne, Gérard Renaud, Roger Desrosiers, Jacques Gélinas, Germain Parenteau, Gilles Apestiguy, Francois Lebel, Gilles Doucet, and Dorima Boulay.

CONSUMER
CLIPBOARD

Hazards of Winter

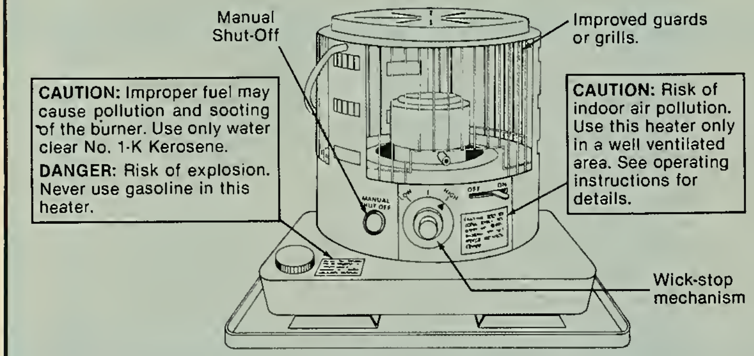
The snow and the icicles of winter bring both joy and hardship to UBC members and their families across the land this month. It's a time to bring out the blankets, the heaters, and the snow plows. We offer these words of caution:

SNOW THROWERS—Consumers who clear driveways and sidewalks with snow throwers are cautioned by safety experts to use extreme caution when clearing snow and debris from clogged discharge chutes and blocked augers or collectors on the machines. Keep your hands and feet away from all rotating and moving parts. Stop the engine whenever you leave the operator position. Even better, remove the key, spark plug wire, or power cord. Make sure your area of operation is a good distance from other people and pets. Never fill the fuel tank indoors or add fuel to a running or hot engine. Read your owner's manual.



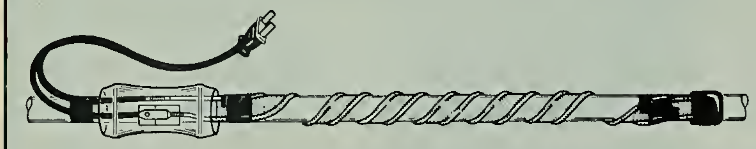
*Most snow thrower injuries happen when consumers try to clear snow from the discharge chute or debris from the auger/collectors. **Keep hands and feet away from all rotating and moving parts.***

KEROSENE HEATERS—Consumers planning to buy a kerosene heater this winter should check state and local building codes and fire ordinances to determine if kerosene heaters are permitted. New voluntary manufacturing standards for kerosene heaters became effective all over the U.S. last December, the Consumer Product Safety Commission tells us. They provide for additional safety features which were not present in many heaters manufactured earlier. When purchasing a kerosene heater, look for improved guards or grills that reduce the risk of burns; a manual shut-off device; cautionary labels that stress the use of 1-K kerosene; a wick-stop mechanism that prevents a dangerously low setting.


Manual Shut-Off
Improved guards or grills.
CAUTION: Improper fuel may cause pollution and sooting of the burner. Use only water clear No. 1-K Kerosene.
DANGER: Risk of explosion. Never use gasoline in this heater.
CAUTION: Risk of indoor air pollution. Use this heater only in a well ventilated area. See operating instructions for details.
Wick-stop mechanism

HEAT TAPES—Homeowners and mobile home residents who use electric heat tapes to prevent exposed water pipes from freezing are cautioned by government safety experts to inspect the tapes for possible fire hazards. Also known as pipe heating cables, heat tapes consist of two wires enclosed in molded plastic insulation which emit heat due to electrical current passing through the wires when the cable is plugged into an outlet. Some heat tapes are plugged in year-round, and a thermostat located in the power supply cord turns on the tape whenever the outdoor temperature approaches freezing. In one study of 35 fires, investigators learned that 40% of the heat tapes were "overwrapped"; that is, the tape was lapped over itself when the consumer installed the tape around the pipe. When in doubt have a qualified electrician check your installation.

- Install only as instructed.
- Heat tape must not overlap or touch itself.
- Replace if electrical insulation has deteriorated.



PLANE GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

LONGEST MILE

A young man took a job painting highway stripes. On his first day, he painted for 10 miles: the second day, five miles: and the third, one mile. On the fourth day, the boss called him in for a talk.

"You're fired," the boss said. "You were doing fine at first, but now . . ."

"I can't help it," the young man explained. "Each day I get farther from the paint can."

—*Boys' Life*

BE AN ACTIVE MEMBER'

HUNTING SEASON

A young Swede appeared at the county judge's office and asked for a license.

"What kind of a license?" asked the judge. "A hunting license?"

"No," was the answer. "Aye tank aye bane hunting long enough. Aye want marriage license."

LOOK FOR THE UNION LABEL

EPITAPH TO AN OLD MAID

Here lies the bones of Nancy Jones
  For her life held no terrors;
She was born a maid, died a maid,
  No hits, no runs, no errors!

LET'S TAKE TURNS

First Hunter: "It's getting awfully late and we haven't hit a thing yet."

Second Hunter: "Let's miss two more apiece and then go home."

—*Rubber Neck*
URW Local 26

BOYCOTT L-P PRODUCTS

NO SURPRISE TO HER

The husband surprised his wife with another man in a dimly-lighted cocktail lounge. "Well!" he shouted. "What does this mean?'

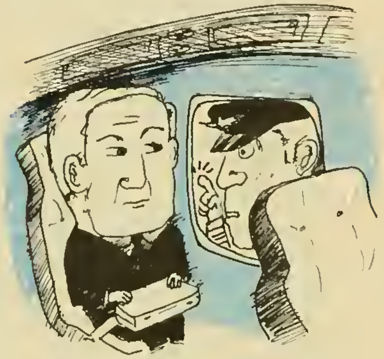
"See!" exclaimed the wife to her table companion. "I told you he was stupid!"

IMPORTS HURT * BUY UNION

CHURNED MILK

The agricultural expert recently gave a group of gentlemen farmers this advice:

"Never milk a cow during a thunderstorm. She may be struck by lightning—and you'll be left holding the bag."



GOODBYE, NOW

A passenger in a plane sat relaxed at a window observing the spectacle of the heavens. Suddenly a parachutist appeared and drifted by.

"Going to join me?" the parachutist yelled.

"No, I'm very happy where I am," the contented passenger answered.

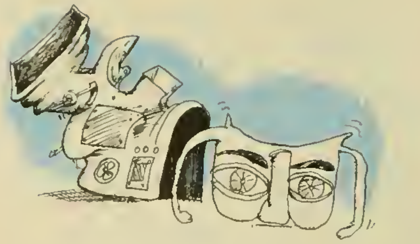
"Just as you like," called the parachutist, "but I'm the pilot."

* * *

THIS MONTH'S LIMERICK

In the midst of this toil and strife
I haven't got time for a wife
If I stand the test
I will have compressed
and cut down on the years of my life.

—James MacDonald
Dayton, Ohio



SEE, CLUMSY!

Did you hear about the fellow who fell into the lensgrinding machine and made a spectacle of himself?

ATTEND LOCAL MEETINGS

WHAT'S BRAVERY?

A Texan was trying to impress on a Bostonian the valor of the heroes of the Alamo. "I'll bet you never had anything so brave around Boston," he boasted.

"Did you ever hear of Paul Revere?" asked the Bostonian.

"Paul Revere?" mused the Texan. "Isn't he the guy that ran for help?"

—*Rubber Neck*
URW Local 26

USE UNION SERVICES

UNJUST CRITICISM

"The younger generation is getting a lot of criticism these days. I really can't condemn them, because I was something of a cutup myself during my teens. I remember vividly when our high school principal called me into his office one afternoon. He had my entire record in front of him. After studying it for many minutes, he looked up at me and said, 'Have you ever thought seriously of becoming a dropout?"

SUPPORT 'TURNAROUND'

A HEATED REJOINDER

The salesman breezed into the office one sultry afternoon. "Hi, Willie," he greeted the office boy. "Haven't seen you in a long time. How's your boss standing the heat?"

"Haven't heard," came Willie's terse reply. "He's only been dead a week."

BUY UNION * SAVE JOBS

GOOSE BUMPS?

Working toward his Cooking merit badge, a Scout brought home a chicken, plucked it, and put it in the oven. When he opened the oven door an hour later, the chicken sat up, and said, "Look, kid, either turn on the heat or give back my feathers."

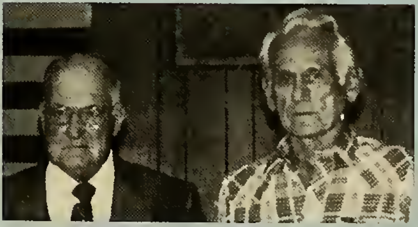
—*Boys' Life*

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

Lafayette, La.
Picture No. 1

Lafayette, La.
Picture No. 2


Lafayette, La.—Picture No. 3

Lafayette, La.—Picture No. 4

Lafayette, La.—Picture No. 6

Lafayette, La.
Picture No. 5

Lafayette, La.
Picture No. 7

Lafayette, La.—Picture No. B

Lafayette, La.—Picture No. 9

Lafayette, La.—Picture No. 10

LAFAYETTE, LA.

Members of Local 1897 were recently honored for their dedicated years of service to the UBC.

Picture No. 1 shows 46-year member Ben Trahan.

Picture No. 2 shows 44-year member Nelson Broussard.

Picture No. 3 shows Kossuth Broussard and James R. Wise who received their 40-year pins.

Picture No. 4 shows members receiving 35-year pins, front row, from left: Edward M. Sellars, Norris Latiolais; R. L. Benoit, Louis J. Belsome, and Wallace Domingue.

Back row, from left: Dennis Sellars (who was also honored for his 31 years of service to the local as business representative and financial secretary), Forrest J. Rogers, Elvie Menard, M. J. Broussard, Lennie Arceneaux, Pershing Gautreaux, and John A. Thibodeaux.

Picture No. 5 shows 36-year member Antoine Dugas.

Picture No. 6 shows the recipients of 30-year pins, front row, from left: L. J. Dore, Vernon Colson, Louis D. Barras, Didier Broussard, and Roy Lasseigne.

Back row, from left: Lionel Wyble, Percy Landry, and Woodrow Tong.

Picture No. 7 shows 31-year member Robert H. Read.

Picture No. 8 shows 25-year pin recipients, front row, from left: Joseph W. Hebert, Emile Guilbeau, and Clarance Ducharme.

Back row, from left: John Meriweither, Ashton Dugas, Alton Broussard, and Francis Broussard.

Picture No. 9 shows 20-year pin recipients, from left: Lawrence Angelle, Michael Ardeneaux, Mentor Doucet, Wilbert Foreman, and Clyde Jeansonne.

Picture No. 10 shows 22-year member Keremic P. Bajat Sr. who was also honored for having served as president of the local for the past 10 years.

Also presented with service pins, but not pictured were: **45-year pin recipient** Herman Sonnier; **40-year pin recipients** Joseph Aycock, Leonard Chaddick, Olivier J. Credeur; **35-year pin recipients** Saris P. Aucoin, James Aycock, Agnus Broussard, Ervy Broussard, Vincent Cradeur, O. P. Davidson, Wallace Domingue, Albert Eagilen, James Helton, Sims Laborde, Veillon Martel, R. J. Potier, S. J. Bonin, Harold P. Richard, and Joseph D. Savoie; **30-year pin recipients** C. A. Arnould, Stanley Champeaux, Lawrence Delahoussaye, Eddie Fontenot, Whitney Gordon, Herband Guidry, Wesley Malancon, Russell W. Rosbury, John M. Trahan, and Sidney Watkins; **25-year pin recipients** Willie Carter, Weston F. Chiasson, Howard Hebert, John Landry, and James L. LeDoux; **20-year recipients** Alfred Bernard, Allen Delahoussaye, Paul Domingue, Paul Ducharme Jr., Everette Giroir, Saul J. Lavergne, Richard Petry, Burleigh J. Pitre, Hubson Resweber, and Ray J. Viator.

Port Huron, Mich.

PORT HURON, MICH.

The members of Local 1067, along with their wives, families, and friends, recently gathered to mark the 50th anniversary of the local. The celebration was two years in coming, but this did not manage to dampen the spirits of the party-goers, many of whom were awarded service pins.

Pictured are five old-time members of the local. They each have more than 35 years of service to the UBC. From left: Ed Brune, Jess Wingard, Amos Warwick, Clint Cooper, and Don Warr.

Pin recipients included: **40-year members** Ed Brune, Clinton Cooper, Jim Muldoon Sr., Don Warr, and Jess Wingard; **35-year members** Ralph Dortman, George Gunn, Harold Keeler, Gaston Lepine, Wallace Lindow, Mac May, Robert McIntosh, Gordon McKenzie Jr., Gordon McKenzie Sr., Willis Rossow, Clyde Rushton, Nick Sertich, Charles Smith, Carl Tenniswood, Amos Warwick, Cliff Weber, Victor Weiland, John Wilkins, and Bill Cannon; **30-year members** Kenn Appleford, Morian Cherry, Don Clements, Robert Cline, William Cummins, Merle Fleury, Jack French, Erwin Lawson, John Martin, Jim Muldoon Jr., Ed Pauly, and Harry Turloff; **25-year members** Charles Coggins, Victor Krosnicki, Alex Lessie, and Arnold Ready; and **20-year members** Urban Angoli, Robert Baldock Sr., John Beem, Howard Diem, Karl Fasel, Robert Forstner, Tom Gilbert, Ray Campbell, Robert Gunn, Arlen Hendrick, Rex McCorkle, Stan Mollan, Julius Peyerk, Dick Sopha, Gary Warwick, and Guy James.

Provo, Utah—Picture No. 2

Provo, Utah
Picture No. 1

Provo, Utah
Picture No. 3

PROVO, UTAH

Local 1498 held a pin presentation dinner to honor longstanding members recently.

Picture No. 1 shows 45-year member Rulon Western.

Picture No. 2 shows 35-year members, from left: Allen Hudson and A. Dale Bartholomew.

Picture No. 3 shows 30-year member Paul Allen.

Ventura, Calif.—Picture No. 3

VENTURA, CALIF.

At Local 2463's annual picnic, UBC families enjoyed a barbecue and games, and members with longstanding service received pins.

Picture No. 1 shows 60-year members Herman Treiberg, center, and Carl Treiberg, right, with Ventura District Council Secretary Sam Heil.

Picture No. 2 shows 50-year member R. Trevor Morgan, right, with Heil.

Picture No. 3 shows 25-year members, front row, from left: Jim Foyil, John Brewton, Richard Jacobson, Larry Wright, Sam Hudnall, Bob Hotmann, Lyle Jensen, Angel Barraza, L.D. McDowell, and Gene Croxen.

Middle row, from left: C. P. Walker, Jim Kelley, Floyd Smith, Lloyd Harris, Dale Wilson, Nelse Hicks, Ray Paolucci, Refeigo Villa, and John Fox.

Back row, from left: John Pryor, Malcolm Cornett, Harold Baker, John Tye, Larry Dobbs, Ramon Lightner, Dale Troxell, Carl Wright Jr., and Harvey Gaskill.

Ventura, Calif.—Picture No. 1

Ventura, Calif.—Picture No. 2

Beacon, N.Y.—Picture No. 1

Beacon, N.Y.—Picture No. 3

Beacon, N.Y.—Picture No. 5

Beocon, N.Y.—Picture No. 2

Beocon, N.Y.—Picture No. 4

BEACON, N.Y.

Members with 25 or more years of service to the Brotherhood were recently honored at a Local 323 dinner dance. Presenting the service pins was General President Patrick J. Campbell, the local's special guest.

Picture No. 1 shows 45-year members Pasquale Cioffe, Leonard Coughlin, and F. Letterio with General President Campbell, Business Representative Louis Amoros, and First District General Executive Board Member Joseph Lia.

Picture No. 2 shows President Campbell, Board Member Lia, and Business Representative Amoros with 40-year members N. Johannets, J. Ranalli, J. Romanelli, C. Caruso, A. J. Letterio, G. Beckwith, V. Romanelli, A. Pisanelli, F. Caruso, and A. Alberico.

Picture No. 3 shows 35-year members William Kahara, Robert Claussen, Dominic Corrado, and Michael McCullough being congratulated by the honored guests.

Picture No. 4 includes 30-year members J. Aylward, D. Capogna, M. Corcoran, A. Gendron, J. Lia, P. McCabe, F. Meditz Sr., M. Ranalli, J. Rose, L. Snickars, A. Wager, J. White Sr., R. Yozzo, and J. Zucca and the General President.

Picture No. 5 shows, from left: 25-year member Gerard Schuder, Lia, Campbell, 25-year member Carl Whitt Jr., and Amoros.

Also honored, but not pictured were: **60-year member** Dominic A. Papo Sr.; **50-year member** Afred Vitanza; **40-year members** A. Martin and C. Ten Eyck; **35-year members** Q. Ciancanelli, Stanley Fischer, and Janis Lomanis; **30-year members** W. Beyer, H. Haley, G. Jurgeleit, G. Mirra, W. Schneider, and L. Vermeersch; and **25-year members** A. Antonecchia, N. Frusciante, and Julius Zakis.

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify photographs clearly—prints can be black and white or color—and send material to CARPENTER magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001

Minneapolis, Minn.—Picture No. 1

Minneapolis, Minn.—Picture No. 2

Minneapolis, Minn.—Picture No. 3

MINNEAPOLIS, MINN.

Members of Local 1644 enjoyed a social hour and dinner at Jax Cafe in Northeast Minneapolis in honor of members with 25 years and 50 years of service to the Brotherhood. President Edward Svoboda and Trustee Kenneth Norling presented the service pins to the members, with a special plaque presentation to Douglas Guliffer, recently retired treasurer, for his 26 years of service.

Picture No. 1 shows 25-year members, from left: Marlo Johnson, Melvin Balzer, Victor Ecklund, Alan Twistol, Alvin Rinta, Darryl Brinker, Wendell Erickson, William Hurd, Raymony Sturm, Conrad Isenberg, and Roy Koski.

Picture No. 2 shows Business Rep. Wm. P. Lukawski Jr., left, and Retired Treasurer Gullifer.

Picture No. 3 shows 50-year members, from left: Paul Jorgensen, George Huffman, and President Svoboda.

Arthur Petersen also received a 50-year pin, but was unable to attend the ceremony.

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Labor Unified

Continued from Page 4

by UTU; names panel to study dispute . . . Labor Day parades and picnics show resurgence of solidarity . . . Sheet Metal union launches drive to protect members from asbestos . . . Administration backs bill to reverse Supreme Court in overtime pay case . . . Trade bills move in Congress; Reagan 'free trade' attacked . . . Labor urges Congress to extend trade adjustment assistance . . . Auto Workers mark 50th anniversary as union which has 'made history' . . . Full appeals court panel upholds OSHA's hearing protection rule . . . Rubber Workers honor founders, look to trade concerns on 50th anniversary . . .

OCTOBER—Jobless rate edges up to 7.1%; manufacturing job losses continue . . . Unions reach stock sale agreement with Conrail, Morgan Stanley . . . UTU reaches tentative pact with major railroads . . . U.S. bishops say social justice must underlie all economic decision making . . . House passes bill to curb textile, apparel imports . . . Chemical accidents since 1980 cause 135 deaths, 1,500 injuries . . . Auto Workers strike Chrysler over wage, job security issues . . . Labor, state, local governments reach time-and-half pact . . . AIW 50th anniversary convention launches organizing drive . . . UAW pact with Chrysler restores parity with GM, Ford . . . Steelworkers, Wheeling-Pittsburgh reach settlement, end three-month strike . . .

NOVEMBER—Jobless rate hangs at 7.1%; no jobs for 8.3 million workers . . . Kirkland in AFL-CIO convention keynote lashes 'enemies of labor,' vows movement will organize and grow . . . Gramm-Rudman dangerous to economy, domestic programs, budget process, labor says . . . UTU ratifies pact with railroads . . . Jacobson elected ILCA president . . . AFL-CIO convention urges action to curb unfair trade . . . Nation's trade deficit soars to new record in September . . . Worker deaths jump to 3,740 in '84; record rise in injuries, illnesses . . . Senate votes to limit imports of textiles, clothing, shoes, copper . . . Modest plant shutdown bill killed by House . . .

DECEMBER—House panel keeps worker benefits tax-free . . . Kirkland sees labor adapting to workforce, political changes . . . Inflation up, workers' real wages down in October . . . Martin Marietta workers certified for import benefits . . . Shoe imports up 29% over year earlier . . . Wall blasts denial of veterans benefits to seamen . . . UA program prepares school kids for earthquakes . . . Labor, allies mount drive behind Democratic tax relief . . . Jobless rate dips to 7.0%; no work for 8.1 million . . . Labor demands government toughen benzene, formaldehyde rules . . . MEBA announces plans to organize air traffic controllers . . . Construction spending increases slightly. UBC

IN MEMORIAM

The following list of 674 deceased members and spouses represents a total of $1,239,863.67 death claims paid in October 1985; (s) following name in listing indicates spouse of members

Local Union, City

1 **Chicago, IL**—Carroll E. Johnson, Elizabeth F. Connolly (s).
4 **Davenport, IA**—Edmund P. Klosterman, Frederick W. Schreck.
5 **St. Louis, MO**—William F. Chlanda.
6 **Hudson County, NJ**—Joseph M. Abbatiello.
7 **Minneapolis, MN**—Alfred Lawrence Johnson, Keith Armstrong, Kristian Utgaard, Marvin C. Gordon, Pete E. Johnson.
8 **Philadelphia, PA**—Anni Karlberg (s), Rudolph Thomsen.
9 **Buffalo, NY**—Samuel Carson.
11 **Cleveland, OH**—George W. Dearth, James M. Magee, John Mortier.
12 **Syracuse, NY**—Frank J. Maher, John Carlson.
14 **San Antonio, TX**—Mary Jane Esser (s).
15 **Hackensack, NJ**—Alfred Marciano, Angelo Caruso, Gina Delvecchio (s), John Eberle, Martin Klaassen, Jr., Raymond MacDonald, William Palko.
16 **Springfield, IL**—Warren H. Hopwood.
17 **Bronx, NY**—Joseph Principe, Lawrence Porcelli, Sigurd A. Hansen.
18 **Hamilton, Ont., CAN**—Donat Clement.
22 **San Francisco, CA**—Albert Hambelton, Alfons Sten, David S. Johnston, Donald R. Cowger, Frances B. Lee (s), Griffith Lewis Thomas, Robert L. Carpenter.
24 **Central, CT**—Carmen Christiano.
25 **Los Angeles, CA**—Hal Harris.
30 **New London, CT**—Oliver E. Wolff
34 **Oakland, CA**—Alfred R. Felix, Genevieve D. Wright (s).
35 **San Rafael, CA**—Donald MacKay.
36 **Oakland, CA**—Axel E. Johnson, Daryl W. Langseth, Don Ross, Elmer C. Hofstra, Esther M. Fiori (s), Gilbert W. Thompson, Josephine Stump (s), Leo A. Ringleman, Lester S. Holmes, Mack Washington, Mae Alma Mello (s), Mark R. Paulson, Verne S. Thompson.
40 **Boston, MA**—James O'Connor.
41 **Woburn, MA**—Harold W. Finethy.
42 **San Francisco, CA**—Nicholas J. Urusoff, Pedro Cacicedo.
43 **Hartford, CT**—Emil Cardillo, James Davis.
47 **St. Louis, MO**—Hobert Carl Bowen, Joseph F. Feldhaus.
48 **Fitchburg, MA**—Arthur Breau.
50 **Knoxville, TN**—Geneva Russell (s).
53 **White Plains, NY**—Elizabeth W. Brown (s), John H. Anderson.
55 **Denver, CO**—Clarence E. Grannell, Clyde E. Green, James T. Stovall.
60 **Indianapolis, IN**—D. F. Geier, Lloyd Luzader.
61 **Kansas City, MO**—Everette H. Dorman, Harold R. Matney, Jack R. Manning, Odessa Hornbuckle (s), Olen R. Knight, Orville L. Lubben, Pete Z. Koury, Virgil Vangordon.
64 **Louisville, KY**—Roberta Mae Brown (s).
65 **Perth Amboy, NJ**—Edward J. Grobleski.
73 **St. Louis, MO**—John Q. Sanguinett, Sr.
74 **Chattanooga, TN**—Bernie Stuart Hamilton (s), James P. Roberson, Logan H. McArthur.
76 **Hazelton, PA**—Catherine Zanolini (s), Mabel Gerber (s), Raymond Bosack.
80 **Chicago, IL**—Charles L. Cook, William C. Schulz, Jr., William E. Oldenburg.
81 **Erie, PA**—Carl Robert Imler, Edward W. Buetikofer, John J. Surovick.
85 **Rochester, NY**—William H. Haupt, Jr.
87 **St. Paul, MN**—William P. Sower.
89 **Mobile, AL**—John Freeman Brown.
94 **Providence, RI**—Angeline D. Peloquin (s), John Thorsen, Salvatore Reale, Seymour Laprad, Victor Minus, William Lund, William Richardson.
98 **Spokane, WA**—John J. Whittaker.
101 **Baltimore, MD**—Spencer C. Scott.
102 **Oakland, CA**—Kenton Eli Yoder, Thomas William Vollmer, William Patrick Napier.
104 **Dayton, OH**—William D. Barker.
105 **Cleveland, OH**—Eileen Ann Luzar (s), Leo J. Bohland, Lloyd L. Leiendecker, Robert D. Joyce.
106 **Des Moines, IA**—Albert W. Dick, Ernest Macrow, Rachel McBirnie (s).
109 **Sheffield, AL**—Gladys D. Whitfield (s).
111 **Lawrence, MA**—Domenic J. Gangi.
113 **Middletown, OH**—Owen H. King.
114 **East Detroit, MI**—Andrew Scott Topp, Carol A. Weston (s), Jeremiah Clancy, Paul Brenner, Paul Fernandes, Pearl Spicer, Ralph A. Plichta, Raymond Brett, Theophiel Verkouille, Torstein Sorfonn.
118 **Detroit, MI**—Cliff O. Wright, Otis May, Ruth Martha Henrion (s).
121 **Yineland, NJ**—John Kleppe.
124 **Passaic, NJ**—Lavera Utter (s).
131 **Seattle, WA**—Archie Vanslyck, August Bruce, Betty Lister (s), Fred Schmidt, George S. Werstiuk, Hilda May Niemi (s), John W. Cloughley, Lloyd H. McFarland, Theodore H. Bode, Sr.
132 **Washington, DC**—Albert W. Smith, Charlotte Anna Thrall (s), James W. Vandegrift, John T. Mitchell, Samuel Woods.
133 **Terre Haute, IN**—Walter J. Ogborn

Local Union, City

135 **New York, NY**—Michael Muc.
141 **Chicago, IL**—Earl E. Richards, Johan Emil Anderson, William Turk.
142 **Pittsburgh, PA**—Peter George.
144 **Macon, GA**—Marshall J. Tucker, Sr.
161 **Kenosha, WI**—Morris M. Barnett.
162 **San Mateo, CA**—Juanita Wischhusen (s).
163 **Peekskill, NY**—John Valimaa.
166 **Rock Island, IL**—Juanita Capps (s), Quentin Palmgren, Robert T. Leach.
168 **Kansas City, KS**—Donald E. Yach, Harry E. Terrell.
171 **Youngstown, OH**—Edward Gradski, Joseph Hucko, Sr.
180 **Vallejo, CA**—Dick Aguilera, Lester E. Hallford, Vivian T. Hood (s).
182 **Cleveland, OH**—Henry Liebmann, Jr.
183 **Peoria, IL**—Russel Horn.
184 **Salt Lake City, UT**—Edward H. Colton, Joseph L. Montgomery, Joseph W. Jorgensen, Milton Cundick, Reulon R. Gallagher.
186 **Steubenville, OH**—John J. Takach, Jr.
188 **Yonkers, NY**—Peter R. Nicol.
189 **Quincy, IL**—Raymond H. Eickelschulte.
198 **Dallas, TX**—James C. McWilliams, Lillian Covington (s), Orie Spencer (s), Walter G. Rhodes.
200 **Columbus, OH**—Clyde H. Blackburn, Kenneth K. Kummer, Robert E. Rush.
201 **Wichita, KS**—Harry P. Anderson.
206 **Newcastle, PA**—Greg H. Paul, Louis J. Sanfelice, William R. Heim.
210 **Stamford, CT**—Alexander Newton, Olive M. Danks (s).
218 **Boston, MA**—Daisy B. Adams (s).
222 **Washington, IN**—Charles R. Berry.
247 **Portland, OR**—Melvin W. Tonkinson.
248 **Toledo, OH**—Merrill R. Scheanwald.
249 **Kingston, Ont., CAN**—Beatrice Isabelle Roper (s).
250 **Lake Forest, IL**—George E. McClintock.
254 **Cleveland, OH**—Milton Solomon.
256 **Savannah, GA**—William E. Pye.
258 **Oneonta, NY**—John Johnsen.
259 **Jackson, TN**—James R. Pipkin
260 **Berkshire County, MA**—Gilbert F. Rudd
261 **Scranton, PA**—Frank Frankosky.
262 **San Jose, CA**—Carlos Souza.
264 **Milwaukee, WI**—Albert Laverenz.
265 **Saugerties, NY**—Edmund Baron, Leslie Keator.
267 **Dresden, OH**—Esther Louise Ricketts (s), Otto C. Heft.
269 **Danville, IL**—George E. Porter.
272 **Chicago Hgt., IL**—Frederick A. Burzlaff.
275 **Newton, MA**—Ruth Cooper (s).
278 **Watertown, NY**—Carmen Scudera, Dwight E. Walton, Kermit Walrath.
280 **Niagara-Gen. & Vic., NY**—George F. Jacobs, James G. Kelly, William T. Davis.
283 **Augusta, GA**—Decherd Cornelius Smith.
287 **Harrisburg, PA**—Aden G. Light.
297 **Kalamazoo, MI**—Edwin Manchester.
308 **Cedar Rapids, IA**—Vera Jackson (s).
311 **Joplin, MO**—Kenneth E. Meador, Malloy B. Schroll.
314 **Madison, WI**—Rudolf Faust.
316 **San Jose, CA**—Hubert R. Mitchell, Jennie R. Kiser (s), Mary A. Schmidt (s), William T. Duncan.
317 **Aberdeen, WA**—Erik Bergstrom.
323 **Beacon, NY**—Alfred Vitanza.
324 **Waco, TX**—Raymond G. Rejcek.
338 **Seattle, WA**—Elwood Frank Jensen, Robert O. Banks.
344 **Waukesha, WI**—Truman Rheingans.
345 **Memphis, TN**—Edward Gale Buckley, Emanuel P. Williams, Loyd N. Pritchard, Margaret White (s).
347 **Mattoon, IL**—Harry F. Haveman.
348 **New York, NY**—Adrian Ahearn, Milton Vanhorn, Robert Collins.
355 **Buffalo, NY**—Richard Sitarek.
359 **Philadelphia, PA**—John L. Oechsner, Joseph M. Williams.
363 **Elgin, IL**—John Ducey.
370 **Albany, NY**—Beatrice A. Cardinal (s), Frank J. Piela, Robert H. Pelkey.
388 **Richmond, VA**—Jacqueline P. Fortune (s).
393 **Camden, NJ**—Leon A. Hudson.
400 **Omaha, NE**—Avis Nadine Hyde (s).
403 **Alexandria, LA**—Wilkerson K. O'Quinn.
404 **Lake County, OH**—Clarence Eugene Turnquist, Sr., Glenn Chester Sharp.
411 **San Angelo, TX**—Arrie Thelma Wachsmann (s), Vivian Gale Preas (s).
417 **St. Louis, MO**—Bernice E. Mundschenk (s), Lorenz T. Hammerschmidt.
434 **Chicago, IL**—Lansing Lockwood, Paul Louise, Rose Anna Spagnola (s), Rudolph M. Stone, Shirley M. Peele (s).
454 **Philadelphia, PA**—Fred D. Bowe, James D. Harvey.
455 **Somerville, NJ**—Joseph C. Keller.
458 **Clarksville, IN**—Robert Dismore.
460 **Wausau, WI**—Elizabeth Sharpe (s).
475 **Ashland, MA**—James F. Hutch
480 **Freeburg, IL**—Ellsworth H. Rea, Lester Gegel.
483 **San Francisco, CA**—Fred Moltzen, Henry Meints, Sr.

Local Union, City

493 **Mt. Vernon, NY**—John Garzi, Joseph L. Smith, Philip Santoro.
512 **Ann Arbor, MI**—Otto Scherdt.
514 **Wilkes Barre, PA**—Michael Yamelski.
517 **Portland, ME**—Hilding A. Berg.
526 **Galveston, TX**—Dorena Horn Chambers (s).
530 **Los Angeles, CA**—Marvel Vanhorn.
535 **Norwood, MA**—Edward Landry.
541 **Washington, PA**—Edith Mae Sickles (s).
557 **Bozeman, MT**—Garret Van Dyken
558 **Elmhurst, IL**—Mary B. Simpson (s).
562 **Everett, WA**—Charles Balsiger.
576 **Pine Bluff, AR**—Willie M. Burt.
586 **Sacramento, CA**—B. George McFarland, Florence V. Bowling (s), Milton S. Compton, William G. Engberg.
595 **Lynn, MA**—Charles B. Packard, Edwin Sullivan.
596 **St. Paul, MN**—Dale A. Holman, Gordon Carl Bartlett, Joann C. Kenyon (s).
599 **Hammond, IN**—Allison Walker, Bill Martin.
608 **New York, NY**—Robert McGinn, Segundo Rodriguez.
609 **Idaho Falls, ID**—Lester B. Martin.
610 **Port Arthur, TX**—John W. Childers.
611 **Portland, OR**—Karl I. Hedin.
620 **Madison, NJ**—John Seiter.
622 **Waco, TX**—Thurman A. Walker
623 **Atlantic County, NJ**—Frank M. Primerano
625 **Manchester, NH**—Leslie F. Slade
626 **Wilmington, DE**—Arthur Dunfee, Clifford H. Simpers, Frederick L. Schroeder, Robert H. Thomas.
627 **Jacksonville, FL**—Geneva D. Surrency Sides (s), Thomas H. Bulford, William J. Carwile.
638 **Marion, IL**—George T. Cox, Robert E. Dotson.
639 **Akron, OH**—Emery Baum, John L. Lewis.
640 **Metropolis, IL**—Earl Abbott, Phyllis Melba Rubenacker (s), Ralph Stone.
642 **Richmond, CA**—Delbert Howard.
665 **Amarillo, TX**—Ernest P. Jones, Jerrel H. Slagle.
668 **Palo Alto, CA**—Peter B. Biedma.
696 **Tampa, FL**—Katie P. Pate (s).
698 **Covington, KY**—Raymond Wood.
703 **Lockland, OH**—Edward C. Cramer.
704 **Jackson, MI**—Arthur D. Vernon.
710 **Long Beach, CA**—Abraham F. Mosher, James O. Horsager, Lawrence O. Grossnickle.
715 **Elizabeth, NJ**—Vincent Mannuzza.
721 **Los Angeles, CA**—Arturo Santiesteban, Donald L. Conklin, Ernest Mitchell, Marion L. Powell.
732 **Rochester, NY**—John P. McBride.
735 **Mansfield, OH**—Chas. G. Lovering, Gale W. Allen, Maxine V. Wynn (s).
740 **New York, NY**—Vincent D. Weyer.
743 **Bakersfield, CA**—Gracie Thelma Williams (s).
745 **Honolulu, HI**—Charles Misao Hamasaki.
751 **Santa Rosa, CA**—Doris Rose Graveland (s), Ferdinand Jackl.
753 **Beaumont, TX**—James H. Thomas, Levi H. Okervall.
758 **Indianapolis, IN**—Elizabeth V. Eckart (s).
770 **Yakima, WA**—Chauncey W. McDonald.
781 **Princeton, NJ**—William J. Birch.
785 **Cambridge, Ont., CAN**—Ursula Rose McIver (s).
792 **Rockford, IL**—Robert W. Adams.
819 **West Palm Beach, FL**—Goldie M. Smith (s).
824 **Muskegon, MI**—Frank Sharnowski.
839 **Des Plaines, IL**—Cecil Eldrige, James Iddings, John R. Campbell.
845 **Clifton Heights, PA**—George J. Wilds.
846 **Lethbdge Alta, CAN**—Charlie Taniguchi, L. Dean Lamb.
857 **Tucson, AZ**—Alex K. Parker, Jr., Edwin V. Derton, Joseph A. Carroll, Paul S. McNeil, Sr.
873 **Cincinnati, OH**—Douglas Rothermel, Grover B. Rocklin.
891 **Hot Springs, AR**—Earl N. Patton.
900 **Altoona, PA**—Kermit P. Foor.
902 **Brooklyn, NY**—David Uberti, Earl Sletner.
906 **Glendale, AZ**—Geraldine K. Beaty (s).
943 **Tulsa, OK**—Edward Leon Clifton, James H. Scoggins, John Edgar Hamon.
948 **Sioux City, IA**—Clarence P. Dolan.
953 **Lake Charles, LA**—Lloyd Mitchell, Randolph Chauvin, Walter J. Fuselier.
958 **Marquette, MI**—Arnold Peterson, Roy F. Brown.
964 **Rockland County, NY**—David Dippre, Elizabeth J. Attigliato (s).
976 **Marion, OH**—John R. Erwin, Paul Oberle, Wesley R. Hartley.
993 **Miami, FL**—Earl H. Moore.
998 **Royal Oak, MI**—John D. Flowers, John T. Parker, Michael Peters, Peter Olsen, Vaino Rajanen.
1005 **Merrillville, IN**—Emilio A. Arceo, James W. Jones, Steve P. Horvatich.
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OSHA Closes in On Open Shop

OSHA has been known to keep its distance if contractors develop a strong safety record. The office is admittedly underfunded and can only take the time to investigate what appear to be serious safety violations.

The deaths of two workers within ten days at the same open shop site near Atlanta have caught the attention of OSHA.

OSHA has undertaken an investigation at North Park Town Center, a $250 million project under development by Portman Barry Investments, Atlanta, Ga.

"We have run into several cases in recent months where the level of safety was inadequate or not being emphasized," said OSHA area Director Joseph L. Camp.

Hopefully, this type of evidence will convince the Administration that funds and manpower are essential tools in ensuring workers' safety.

Martin Luther King

Continued from Page 5

bullet from the gun of James Earl Ray snuffed out Dr. King's life as he stood on a balcony of the Lorraine Motel on the evening of April 4, 1968.

Today, as we remember Dr. King's struggle for freedom, justice, and equality for all people, let us be cognizant that the full realization of his goals has not yet been attained. The Brotherhood, with all AFL-CIO affiliates, has pledged to continue all efforts to bring about the day when the dream of Dr. King, that all Americans of every race, color, and background can live and work together in dignity and peace.

As we honor Dr. King and tribute his outstanding role in the history of our nation and of organized labor, let us not forget to continue to fight to see his dream. UBC

DiabetesContributors

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Local Union 275
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Check donations to the "Blueprint for Cure" campaign should be made out to "Blueprint for Cure" and mailed to General President Patrick J. Campbell, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

NAIL SHOOTER

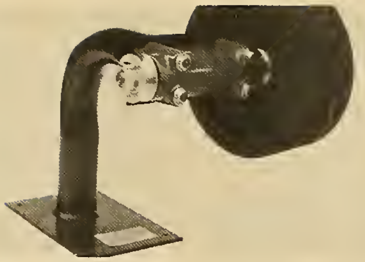
Steve Palmberg, a member of Local 751, Santa Rosa, Calif., has recently introduced an easy-to-use tool which allows you to nail in places a hammer could never reach. With Nail King you can nail through obstructions, set finishing nails, toe nail at awkard angles, work inside cabinets, between joists and forms, and bypass rebar. And all without bruising a finger.

The tool consists of a barrel with a weighted rod. Nails are fed into either end of the barrel, and then driven home with little effort.

Nail King is available in two sizes: the 26" (3½ lb.) size for 2d box to 16d duplex is $29.95; and the 18" (1½ lb.) size for 2d to 16d finish nails is $19.95. Both prices include shipping and handling. Visa and Mastercard are accepted.

For more information, or to order, write: Nail King, 1275 4th Street #152, Santa Rosa, CA 95404; or call toll free, (800) 457-3368, in California, (707) 546-6245.

GRINDING STAND



Cache La Poudre Cutler's Supply announces its new Goose Neck Arbor Stand, G.N.A.S.™, an economical alternative to high priced grinding and buffing equipment. The stand's free-standing design allows for usage with no obstructions from motor or pedestal, from either the right or left side. This versatile product performs as a grinder, buffer, sander, deburrer, and polisher, for handling large and small, odd, or long shapes. It is adaptable to large and small gas and electric motors and also may be adapted to water power, in undeveloped areas.

This product is useful for home, light industry, small workshops, farm, and ranch and is valuable to home hobbyists, metal workers and welders, knife makers, gunsmiths, lapidarists, jewelers, and others. With numerous accessories and attachments available through Cache La Poudre Cutler's Supply and local stores it becomes a multipurpose tool.

The G.N.A.S.™ is made in America and comes with a lifetime guarantee.

The picture shows expanding grinding drum which is not included in the base price.

For pricing and purchase information, contact Cache La Poudre Cutler's Supply, 2808 Gardner Place, La Porte, CO 80535 or call Linda Roesener (303) 223-1743.

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POWER NAILER

Paslode
Impulse

Paslode Corp. has announced that it will introduce the Impulse™ 300 Power Nailer at the National Association of Home Builders Convention in Dallas, Tex., this month. The Impulse 300 is the world's first hoseless, airless, cordless, and completely self-contained power nailer. The tool represents "breakthrough" technology that parallels pneumatic technology, introduced by Paslode almost 25 years ago.

Paslode Corp. has developed the new Impulse™ system to provide greater flexibility and productivity to the construction industry. The tool's design is ideal for new home construction, remodeling, and rehab work, as well as fencing and other remote construction site applications where air hoses become a burden and electric power is not available.

"This power tool eliminates the last remaining utility of the hammer and nail. As a result it makes carpenters more efficient on small projects," says Robert Bellock, Paslode Corp. director of product development. For more information, contact William G. Roberts, Paslode Corporation, 2 Marriott Drive, Lincolnshire, IL 60015. Telephone: (312) 634-1900.

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UBC Member: Like a decal of the UBC emblem for your hard hat? Write: Organizing Department, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Avenue, N.W., Washington, D.C. 20001. Send along a stamped, self-addressed envelope. (Only one per request.)

The Union Agenda for 1986 Is A Long One

The UBC continues to take on the role of people's advocate during the new year

Old Man 1985 walked out on us December 31 with a lot of unfinished business on the ledger. He wasn't able to get many jobless workers back on the job. He got us deeper into hock on imports and exports, and he left a lot of corporate fat cats running around tax free. He did get things started, we hope, in easing the tension about nuclear war, but we'll have to wait and see what happens during these follow-up sessions at the bargaining table between President Reagan and General Secretary Gorbachev.

The kid with the hourglass who took his place January 1 looks kind of green, but we are hoping he has served some kind of union apprenticeship which gives him the knowledge and skills to deal with the problems of the world.

We want him to know that we're behind him, if he makes a strong effort to clean up the mess accumulated over the years, if he can formulate economic policies which don't shortchange our cities as they try to cope with inner-city problems, if he can keep special interest groups from detouring vital tax-reform legislation, if he can make a dollar earned in 1986 worth what it used to be worth 15 or 20 years ago.

There are obstacles to progress in the new year, and I might list a few:

OUR MONEY'S WORTH—American families with children have seen their pre-tax income plunge steadily over the past 11 years, with the steepest drop in purchasing power concentrated among those in the lowest income bracket. According to a Congressional study, the typical middle-income family lost 10.9% of its purchasing power between 1973 and 1984. Single persons, too, have suffered due to an unbalanced tax system and high living expenses.

JOBS LOST TO IMPORTS—If you look at what we just stated above—the drop in real income for the average family—you understand why many American and Canadian families are settling for cheap, imported clothing and other consumer goods even though they are sacrificing quality for affordability. Their wages and their share of manufacturing profits have dropped. Short of tariff restrictions, we will never stop the flood of cheap imports into the U.S. and Canada until the workers of other countries reach our income levels through free and democratic collective bargaining . . . and that's a long way off. That can't be accomplished overnight, even though organized labor is doing its best to assist trade unionists in other countries.

SACRIFICES IN QUALITY—The United Brotherhood, for all its century and more of existence, has stood for quality workmanship. It has fought to preserve its standards of apprenticeship in the construction trades and its standards of workmanship in the manufacturing industries whose workers it represents. Because of the recession and inflation of the 1970s and the "right to work" frauds today, union craftsman are fighting an uphill battle against mediocrity, against inadequate housing, and against double-breasted subterfuges.

ANTI-UNION SENTIMENT IN HIGH PLACES—The 1980s have brought an influx of right-wing power manipulators into government and industry who have created crippling legislation and agency decisions which have set back the cause of all workers. The decisions rendered by the Reagan-appointed National Labor Relations Board have, in many ways, stymied the union election process, collective bargaining, and rational grievance procedures. I need only cite the plight of our members who have been on strike against the Nord Door Co. for more than two years and our Lumber and Sawmill Workers who are victims of what appears to be an industry test case.

In recent years there has grown up around us a whole industry of labor baiter and anti-union legal counsels who are only too eager to bust unions . . . for a fee. Things have become so bad that the National Right to Work Committee has even complained because the Boy Scouts of America are allowing their troops to learn about labor through a simple merit-badge procedure.

UNEMPLOYMENT STILL HIGH—It was good news at the White House, last month, when it was learned that the unemployment rate in the United States had dropped a fraction of a point to 7%. Big deal! I remember when we used to give Richard Nixon hell when the unemployment level stood at 6% and when Congress passed the Humphrey-Hawkins Bill of 1977, establishing 4% as an unemployment goal in the nation!

A professor at the University of Southern California predicted recently that robotic manufacturing will displace 4% of the U.S. workforce in the next 10 years. The government must prepare for this eventuality. As the United Auto Workers have commented in the past, robots don't buy cars. Jobless workers don't have purchasing power.

This professor gave an example of how technology eliminates middle class jobs in supermarkets: "While most of the checkout people at supermarkets were adults in days past, the computerized cash register and scanner 'deskilled' these jobs so that most of these positions are now held by inexperienced workers, often teenagers, who receive half the pay."

SAFETY NET WITH HOLES—Another unresolved issue which we have to face in 1986 is the proposed cutting of social services underwritten by federal and state governments—the trimming of the so-called safety nets for those in poverty, the disabled, the underprivileged, the health and welfare cases. It is proposed that many of these government services and federal fundings be eliminated in order to balance the federal budget.

The Administration would have us believe that we can go back to the old days when charity began at home, when neighbors got together and pooled their limited resources to bury someone from their midst.

Fortunately, or unfortunately, today is not like yesterday in many respects. The mobility of our society has created situations where neighbor does not know neighbor, and where a family is scattered from one end of the nation to another.

I, for one, do not expect Uncle Sam to be my benevolent uncle who puts shoes on my feet and helps me out of my sickbed. Fortunately, I'm blessed with good health and good circumstances. And I know that my fellow UBC members do not ask for charity or public support when they can make do for themselves, but there are mentally ill people turned out on the streets today for lack of funds for institutions, there are disabled persons unable to afford the high cost of medical care and the necessary mechanical devices. Our lawmakers must be compassionate in such cases, if we are to survive as a nation of free people.

Our union will continue to aid the oppressed and support worthy causes as best we can. I have been tremendously impressed and appreciative of the contributions made thus far to the Diabetes Research Institute, our current fundraising effort.

Nevertheless, if the federal budget must be cut, let our lawmakers look elsewhere: to the countless instances of porkbarrel legislation which buy votes but often do little public good.

I hope I have not painted too bleak a picture of the new year for the young fellow with the hourglass. I do see signs of progress. I see President Reagan calling for tax reform, following the Democratic lead. I see a nationwide movement underway to "Buy American." I see some cooling off of the international arms race; I even see astronauts becoming construction workers in space, using a "cherry picker" for "high altitude" work while speeding along at thousands of miles per hour (ground speed).

I see our union turning around in 1986, picking up new members in spite of decertifications and the delaying tactics of the union busters. I see our local unions and councils preparing for the decision-making activities of our 1986 General Convention next fall.

If we keep working away at the job of overcoming the handicaps to progress I have listed, we should reach many of our goals in 1986. With that in mind, I wish you and yours a happy and prosperous new year.

Patrick J. Campbell

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General President

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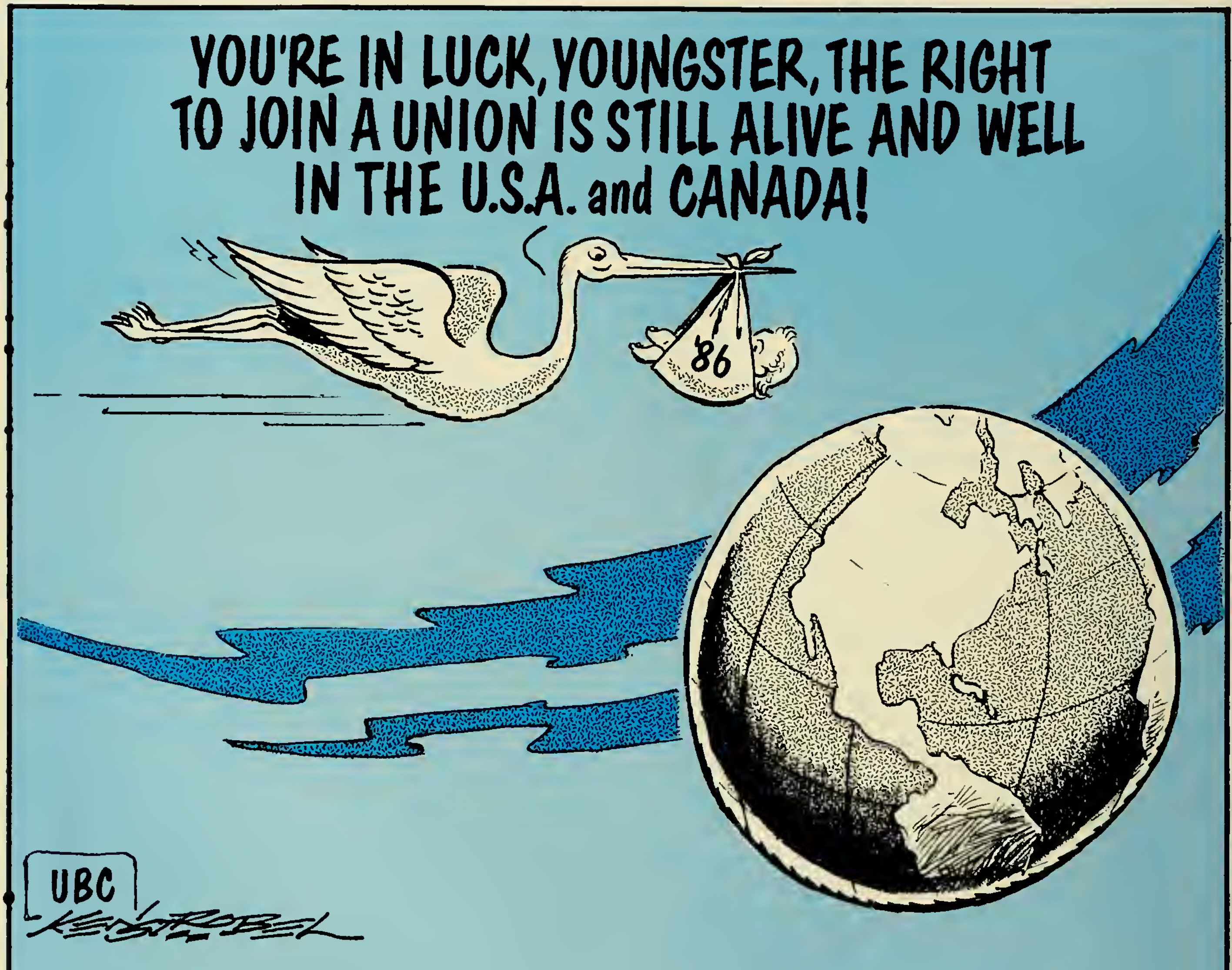
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'86
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"The trade unions are the legitimate outgrowth of modern societary and industrial conditions. . . . They were born of the necessity of workers to protect and defend themselves from encroachment, injustice and wrong. . . . To protect the workers in their inalienable rights to a higher and better life; to protect them, not only as equals before the law, but also in their health, their homes, their firesides, their liberties as men, as workers, and as citizens; to overcome and conquer prejudices and antagonism; to secure to them the right to life, and the opportunity to maintain that life; the right to be full sharers in the abundance which is the result of their brain and brawn, and the civilization of which they are the founders and the mainstay; to this the workers are entitled. . . . The attainment of these is the glorious mission of the trade unions."

—*Samual Gompers, First President, American Federation of Labor*

February 1986

CARPENTER

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CARPENTER

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

The magnificent exhibit currently at the National Gallery of Art in the East Building, Washington, D.C., could not have happened without the talents of UBC members like Richard DeMarr, Local 132, who is shown on our cover creating a sculpture rotunda designed specifically to display many of the Greek and Roman busts that are a part of *The Treasure Houses of Britain: 500 Years of Private Patronage and Art Collecting.*

DeMarr was one of 20 Brotherhood carpenters who transformed the sleek, modern, I.M. Pei-designed building into a series of 17 galleries evocative of English country homes spanning 500 years. The open design of the building allowed the gallery's design team to create rooms specially around objects. It then fell to the carpenters to bring the designs to the gallery walls, floors, ceilings, and doorways. Their tasks ranged from straightforward installations of moldings and paneling to major construction efforts such as the rotunda. The dome-ceilinged room's simple shape belies the challenges its archways, round niches, and doorways raised during construction.

The finished product can be seen in the smaller photo, taken just before the opening. Although most of the sculptures in the carefully designed niches are Roman copies of the Greek, the bust in the center of the photo, flanked by two urns, is a famous Aphrodite head attributed to Praxiteles which dates back to the fourth century. It is one of many special treasures in this collection of Britian's best.

Cover photos by William Schaeffer/National Gallery of Art.

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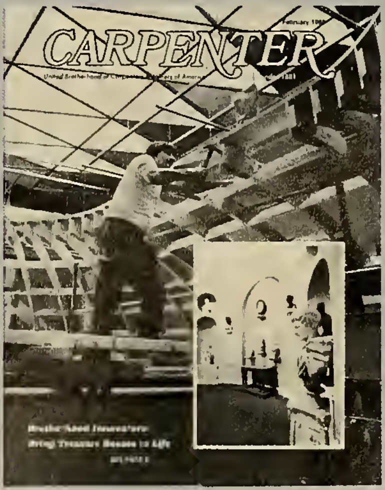
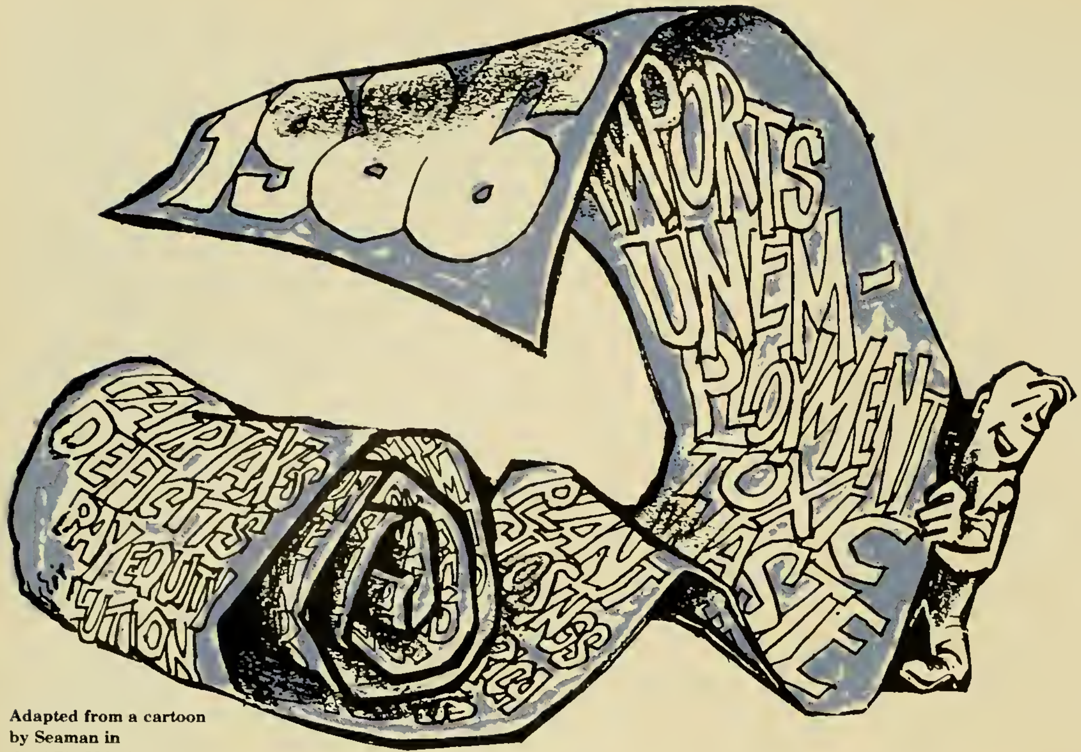




Adapted from a cartoon
by Seaman in
the AFL-CIO News

GROWTH or STAGNATION?

The issues facing labor and government this year are complex and critical

As each new year arrives, journalists and public officials assure us that the months ahead are particularly critical, that this year is different from all previous years. Very often they're wrong.

This year, however, we are told by many reliable sources that certain issues are coming to a head, and that decisions must be made in 1986. These are some of the evaluations:

NEW RECESSION?—According to one management newsletter, the risk of another recession is growing. However, the newsletter comments, slow economic expansion is more likely. A year of sub-par business growth is what some analysts expect in 1986.

Interest rates will reflect what many economists have termed "growth recession." They'll remain, at least for the time being at single-digit levels for many car purchases and for many consumer goods and appliances. As an accompanying chart shows, the interest rates seem to be leveling off in some areas and even declining in others.

There is cause for alarm in one particular area: the tremendous growth in so-called "plastic" purchases—the use of credit cards for every conceivable monetary transaction, usually at high interest rates of 18% to 21%. Banks have found it more profitable to operate credit card systems than to make small consumer loans. It is a form of usury which must be checked, lest it bring the whole monetary system of North America down in an unusual form of bankruptcy. Credit is increasing, while savings decline.

BALANCED BUDGETS?—This year the U.S. Congress must come to grips with its do-or-die decision last December to drastically trim the Federal Budget. The Gramm-Rudman Bill, designed as a blueprint for the trimming, is one of the most far-reaching pieces of legislation in recent years. It has received mixed reactions from every element of our society, and some special interest groups are already howling. Basically what it says is that the Federal government must cut adrift many welfare programs, trim many so-called "pork-barrel" appropriations which help constituents of certain Senators and Congressmen, and inevitably it must trim the huge defense budget. There will be future shock in the trimming process, and the taxpayers know it but any application Gramm-Rudman must take into account the rights of the working people.

The Federal Budget affects every state and local budget in the United States, so this will be a case of "trickle down" economy which none of us like to consider.

MORE JOBS OVERSEAS?— The foreign trade gap will grow narrower during the first half of 1986, some economists predict, but it will do so at the price of more inflation. America's job-destroying trade deficit took a big leap in November, sending 1985 into the record books with the most disastrous export-import imbalance in the nation's history.

The November $13.7 billion trade gap was $2.2 billion higher than the previous month. A modest 3.5% gain in U.S. exports to other countries was swamped by a 9.8% surge in imports. The $131.8 billion cumulative trade deficit for the first 11 months of 1985 has already exceeded the $123.3 billion deficit posted for all 12 months of 1984, which until now was the worst on record.

American workers have felt the deficit and painfully—in the shrinkage of manufacturing jobs that kept the unemployment rate festering around 7% throughout what had been touted as a year of economic recovery.

An AFL-CIO analysis warned that the continuing hemorrhage in foreign trade, with plant closings, unemployment and lost income, "poses a serious threat to America's future."

Federation Economist Mark Anderson pointed out that no other nation would allow its trade balance to deteriorate so drastically.

"The Reagan Administration must not be allowed to mortgage America's future," he warned. In the absence of presidential leadership, Anderson stressed, "it is essential that Congress assert leadership to reduce the trade deficit, address the special problems of the most seriously damaged industries and shape trade law to reflect international realities."

The U.S. trade deficit with Canada, America's largest trading partner, went against the trend and dipped slightly to $1.98 billion. This year a special task force will work to modify U.S. and Canadian economic relations, which will eventually ease trade problems in North America.

TOXIC DUMP CLEAN UPS?— A battle over funding the cleanup of toxic waste dumps was left unresolved at the adjournment of the first session of Congress and was resumed after the House and Senate reconvened last month.

The controversy sidetracked final passage of a budget reconciliation bill that also included two other labor-supported measures—an extension of the trade adjustment assistance program for workers whose jobs are wiped out by imports and a rise in the single-employer pension insurance program.

Left unresolved was the means of replenishing the "superfund" set up five years ago to finance cleanup of toxic waste where the responsible party cannot be identified or is insolvent.

A House-passed bill would fund the program for another five years primarily from taxes on petroleum and chemical producers, the chief sources of the nation's toxic contamination. That's how the program has been funded, although the $1.2 billion allocated for the first five years proved grossly inadequate. The House-passed measure would have raised $10 billion for the superfund.

The Senate, by contrast, had bowed to the wishes of the petrochemical industry and voted to finance a $7.5 billion program in large part through a broad-based tax on manufacturing.

Opponents, including the AFL-CIO, protested that this would amount to a national sales tax. The House had rejected such a broad-based tax.

The rival funding plans became a source of controversy for the reconciliation budget aimed at reducing the deficit. That's the catch-all bill combining the legislative recommendations of various congressional committees to comply with the spending ceilings Congress adopted last spring.

A House-Senate conference included in the final version of the deficit-reduction bill the Senate's manufacturing tax, while accepting

Continued on page 4

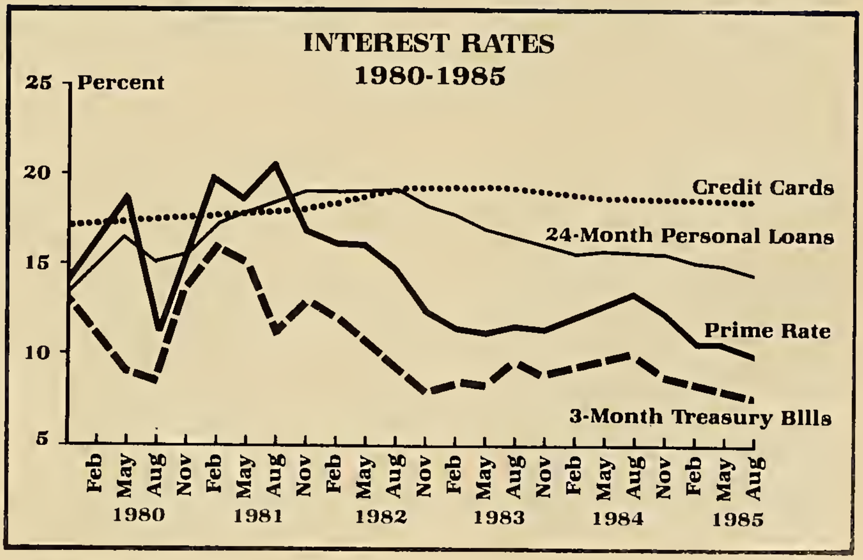
How interest rates cut into your paycheck

The chart at right shows how interest rates have changed in five years. Credit card interests rates—which almost all of us pay now—are not coming down.

We should make our protests regarding credit-card interest known at this time.

Demand that your credit cards charge interest which is closer to the inflation rate—now under 4% a year.

Billions of dollars have gone to line the pockets of credit card companies and banks—because of these huge interest rates.



CONSUMER FEDERATION CHART

the higher House figure for the cost of the program.

The Senate approved the reconciliation package, but the House by a bipartisan 205–151 vote deleted the manufacturing tax and sent the measure back to the Senate. The back-and-forth routine continued, stalling the adjournment schedule, until the measure was sent back to conference for a new try in the second session.

TAX REFORM?—Changes in the tax laws can become big political footballs in 1986, but many Washington watchers predict a final OK of a tax reform bill by Congress late in 1986, maybe in time for the November elections. It will probably have to be a bill which President Reagan can and will sign to cap off the legislative attainments of his second term in office.

If a tax bill is passed, it will probably have an effective date of January 1, 1987, and it may peg top tax rates at around 38%. The minimum tax may be increased, closing loopholes for the rich. State and local tax deductions may stay, and income averaging may come to an end. Businesses are expected to lose some investment credits and some depreciation breaks. But don't rule out a separate tax hike of one form or another later to help the deficit cutters cope with Gramm-Rudman budget-balancing efforts.

WORKING CONDITIONS?—Unemployment remains a serious problem in North America, despite recent drops in percentages. We still have a long way to go before we are down to the 4% unemployment rate considered normal by the Humphrey-Hawkins Bill of more than a decade ago.

We are told that management will, in many instances, change its methods of dealing with the workforce. Many corporations will "innovate, automate, and consolidate." More companies will opt for a tough, pared-down operation this year, says the Research Institute of America. General Motors will set the pace when it revamps its corporate wage policies. Merit pay will replace cost-of-living hikes for 110,000 white collar workers, the institute predicts.

PRODUCTIVITY RISE?—Anyone who believes that American workers are not hard workers will find themselves in sharp disagreement with most of America's leading executives.

According to a just-released survey by Robert Half International, a large recruiting firm, nearly 9 out of 10 of the people who run some of America's largest corporations describe today's average American worker as industrious.

Of course, they don't say that when they get to the contract bargaining table, but we know it to be true.

Half International contends that "American workers are, too often, unjustly maligned, especially when compared to their counterparts in some other highly industrialized countries."

The Research Institute of America states that worker performance and involvement in more company activities are keys to boosting productivity even more than it was in 1985. That means fewer middle managers while more plant workers take on added responsibilities. Ford Motor Company aims to cut 20,000 from its rolls, we are told, and these will be mostly white collar middle managers.

Leaner hiring practices are anticipated and more use of temporary workers. At-home computer workers will grow in number, according to predictions. John Naisbitt, author of the best-selling *Megatrends*, predicts that homes, offices, and factories will change the way North Americans work and live in 1986 because of the tremendous growth in computer usage. If this be true, it will mean additional challenges to union organizers and union representatives.

North American management will be watching the growing number of Japanese-managed firms operating in this hemisphere, particularly studying their relations with labor unions and with individual workers. Japan's paternalistic methods may not work with independent American workers, although Japanese production and sales methods are highly successful.

Recently, Komatsu, a Tokyo-based manufacturer of construction machinery, took over a plant in northeast England that was closed by Caterpillar Tractor in 1984. The Japanese firm will invest over $14 million in the factory, which was acquired from the local county council, and expects to be making hydraulic excavators and wheeled loaders at the site by the end of 1986.

Under an agreement signed in December with the U.K. Department of Trade and Industry (DTI), Komatsu will receive about $1.7 million in assistance from the British government as well as regional development grants. The factory is located in Birtley, Tyne and Wear, England.

Target output for the plant is 2400 earthmovers by 1988. At least 80% of the machinery will be destined for export, primarily to other European countries. Over 270 jobs will be created in the first two years of operation.

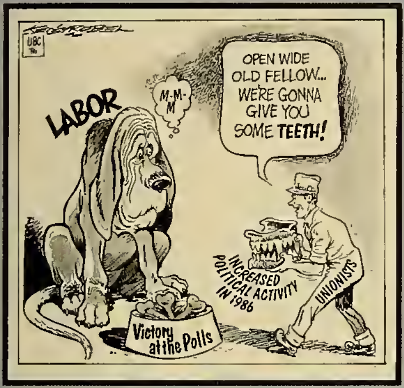
Komatsu (UK) Ltd., the wholly-owned British subsidiary, expects to tap U.K. suppliers for 60% of the components used in the machinery. The firm says the local content figure will rise to 70% by 1988 and to 80% by 1991.

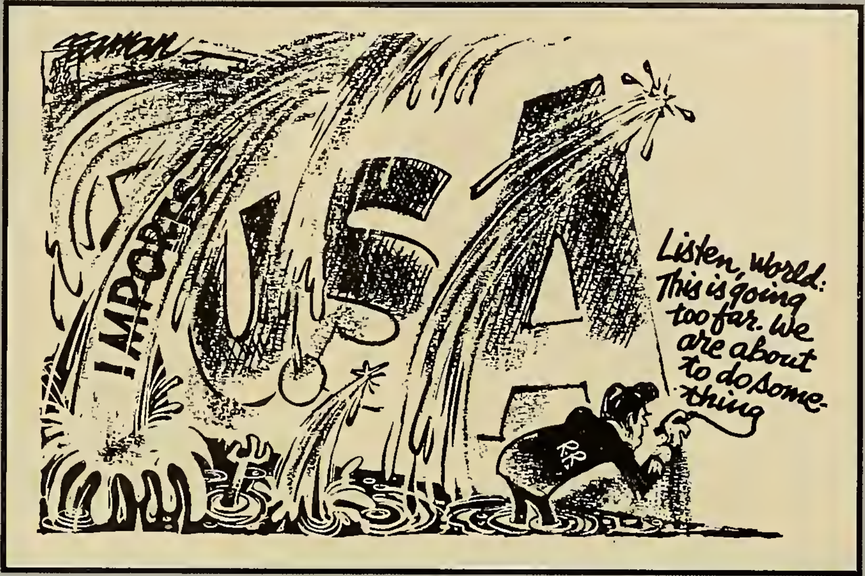
Over 50% of the plant's capital equipment will be from local sources as well.

GOVERNMENT OUTLOOK—U.S. industry will have a better year in 1986, the U.S. Department of Commerce has predicted, with 80% of the nation's manufacturing companies expected to enjoy growth, while the country's dominant service industries increase their profits. The Commerce Department, in releasing its forecast of U.S. business prospects, said that growth in 1986, while not up by a spectacular margin from 1985, will be at least more uniform, with the gap between the fastest growing companies and the also-rans narrowing.

In Canada, we are told, there is hope for an expanded economy under the new Monroney government. Labor Canada, a division of the federal Department of Labor, reported recently that unionized workers are enjoying shorter work weeks, increased vacation benefits, and more provision for maternity leave. Wages still lag in many areas. Foreign capital is flowing into Canada, as it is doing in the United

Cartoonist's Comments


UBC
LABOR
M-M-M
OPEN WIDE OLD FELLOW... WE'RE GONNA GIVE YOU SOME TEETH!
INCREASED POLITICAL ACTIVITY IN 1986
UNIONISTS
Victory at the Polls


IMPORTS
USA
Listen, world: This is going too far. We are about to do something
RR

States, and worker organizations must keep an eye on business developments resulting from this influx to assure union representation at all new manufacturing installations.

There are still employment problems created by the large number of young people entering the job market each year, and the education system will get some overhauling to prepare young people for more skilled occupations.

The good life in North America is still elusive for most of us but, generally speaking, Americans and Canadians are at least expected to hold their own in the year ahead.

Actual Unemployment Still in Double Digits

Much of America never recovered from the 1982 recession, and the real level of joblessness was at double-digit levels throughout 1985.

That's the thrust of a report by the Full Employment Action Council and the Roosevelt Centennial Youth Project, titled "Three Years of Recovery: Where Are the Jobs?"

It notes that the official unemployment rate for 1985—at 7.2%—was higher than the rate for all but six of the last 35 years.

Counting underemployed and discouraged workers as part of the labor force pushes the real jobless rate to 13%, the study notes. But even using the lower official rate, blacks, Hispanics, teenagers, and women heads of families all experienced double-digit joblessness.

Among blacks, the 15.1% official rate for 1985 translates into 24.6% real unemployment, and the 10.5% Hispanic unemployment rate represents a real rate of 18.3%.

Both the persistence and the nature of unemployment suggest the need for targeted government action, the report says. It urges "more adequate funding of existing programs such as the Job Training Partnership Act and the Job Corps," along with "resources for new initiatives" including community employment programs, youth job projects and conservation activities. Instead, it notes, programs to deal with structural unemployment are being cut back and "the so-called recovery may continue to bypass millions of workers and their communities."

The report examines the "uneven and incomplete" recovery from the recession. Employment in the service sector was up by 1.8 million over the last year. But manufacturing-sector jobs dropped a further 173,000.

"Since 1979, before the last two recessions, employment in the manufacturing sector has dropped 1.6 million," the report shows. It cites the "serious implications for family living standards" because pay levels in the service sector average only two-thirds of manufacturing pay.

Duration of unemployment is longer than before the last recession began, the study points out. At latest count, 2.2 million persons had been out of work for 15 weeks or more, and 1.2 million for 27 weeks or more. But only about one-third of the unemployed and just 1% of those out of work for more than six months were receiving unemployment compensation.

The report shows that the real jobless rate was higher last October than in 1979 in 39 states. The largest increases over that period were in West Virginia, Louisiana, Illinois, Kentucky, Mississippi, Texas, Oklahoma, Ohio, and Arkansas.

Thirteen of the nation's 20 largest metropolitan areas also had higher real jobless rates. Houston, Cleveland, Chicago, and Pittsburgh posted the biggest increases.

Washington Report

WAGE DETERMINATIONS

A new U.S. Labor Department publication will make current wage determinations under the Davis-Bacon and related acts more accessible to anyone needing them, Susan R. Meisinger, Deputy Under Secretary of Labor for Employment Standards, has announced.

The Davis-Bacon and related acts require that wage rates prevailing in an area be paid to workers on federally-funded construction contracts of $2,000 or more.

The Labor Department determines the prevailing wages for each craft and area for construction, alteration, or repair work, including painting and decorating. Since 1971 it has published these general wage determinations in the *Federal Register*.

Now this information will be available in a new publication, "General Wage Determinations Issued Under the Davis-Bacon and Related Acts," obtainable through the Government Printing Office.

"This new procedure," Meisinger said, "began in January. It will replace the cumbersome and costly systems that have previously been used and make these wage determinations easily available to those who need them for inclusion in thousands of construction contracts."

She said the new system will eliminate serious problems users have had in locating, interpreting, filing, and duplicating published general wage determinations.

HANDS ACROSS AMERICA

Senator Alan J. Dixon (D-Ill.) has introduced legislation designating May 25, 1986, as "Hands Across America Day."

The legislation is intended to focus attention on a nationwide effort planned for next May to raise funds to combat hunger and homelessness.

At 3 p.m. on May 25, more than three million people across the country are expected to join hands to connect both coasts after having contributed between $10 and $35 each to help the nation's hungry and homeless.

The ceremony will include the singing of "America the Beautiful" and "We Are The World," which will be broadcast on radio stations across the country. It is hoped that as much as $100 million will be raised.

CORPORATE CORRUPTION

Apparently it pays for corporations to cheat or knowingly violate the law because government regulation is too weak or non-existent.

That's the view of Professor Amitai Etzioni of George Washington University in Washington, D.C., as expressed in an op-ed article in the *New York Times* which began this way:

"Do recent reports of check-kiting (E.F. Hutton), overcharging on defense contracts (General Dynamics), failing to inform authorities of deaths to patients who took Oraflex (Eli Lilly), and employee deaths from cyanide poisoning (Film Recovery Systems) involve only a few rotten apples, or is the corporate core corrupt?

"The conventional wisdom is that these are isolated incidents, but my own survey suggests that roughly two-thirds of our 500 largest corporations have been involved to some extent in illegal behavior over the last 10 years. And once the public realizes the true scope of the problem, demands for a large-scale clean-up campaign, involving stricter enforcement and higher penalties, are sure to follow."

Etzioni said one survey reported that a majority of retired executives conceded that "industry cannot regulate itself" and government regulation is required.

IMMUNIZATION BILL

During the 1985 session of Congress, five senators introduced the Universal Child Immunization Act of 1986 (S. 1917), which would provide assistance to the international health community in providing worldwide immunization to children against childhood diseases.

Cosponsors include Senators Bill Bradley (D-N.J.) who sponsored the bill, Dennis DeConcini (D-Ariz.), Ted Kennedy (D-Mass.), Slade Gorton (R-Wash.) and Spark Matsunaga (D-Hawaii), said the bill expresses the will of Congress that the United States contribute to the ongoing effort to immunize all children by the year 1990.

Four million children die annually from diseases such as polio, measles, whooping cough, diphtheria, tetanus, and tuberculosis—the same childhood ailments which have been effectively eradicated in developed countries through immunization programs. The Senate recently appropriated $50 million for child survival activities through a resolution calling for universal access to immunization by 1990 and accelerated efforts to eradicate childhood diseases.

SCAB TERM PROTECTED

The National Labor Relations Board has determined that posting an unflattering description of a "scab" following a labor dispute in which workers crossed a picket line is protected activity. After removal from an employee bulletin board of an article (short story writer Jack London's "Definition of a Scab") by the company, the Board ruled it unlawful removal. The notice portrayed a "scab" as a "two-legged animal with a corkscrew soul, a water-logged brain, and a combination backbone made of jelly and glue."

Young families are spending their money on necessities . . . not Yuppie pleasures

Congressional committee reports on the baby-boom generation

The media has made much of the Yuppie, the acronym for Young, Upwardly-mobile Professional. The stereotypical have-it-all Yuppie drives a BMW, drinks imported Chablis, owns a luxury condo and a state-of-the-art stereo, wears Gucci shoes, and eats out regularly at upscale restaurants.

Boosted by Madison Avenue and Hollywood, the Yuppie has become so ingrained in American popular mythology that he or she has almost become synonymous with the postwar "baby boom" generation, usually defined as those 78 million Americans born between 1946 and 1964.

However, a study released recently by the congressional Joint Economic Committee (JEC) punctures the myth of a Yuppie majority. Sure, Yuppies exist and they're more visible in their expensive imported cars and pricy restaurants than their less affluent counterparts. Still, they're by no means typical of their generation, the study points out.

In 1984 the typical young American family consisted of a husband and wife and a pre-teenage child, the study said. Fewer than half of these couples, aged 25-34, owned their homes. Their combined pretax income totaled $25,157, "hardly enough to buy a BMW and eat out regularly. If this is the case, what are young families spending their money on? The answer comes as no surprise to those families: basic necessities," the report said.

The baby boom generation, it said, "has experienced a dramatic decline in its ability to pursue the conventional American dream: a home, financial security, and education for their children."

In the decades prior to the 1970s, young people rightly expected to live better than their parents, the report noted, adding, "Such is not now the case. A father-son example illustrates this dramatically." It showed that a young man who left home in the 1950s or 1960s could expect by age 30 to be earning a third more in inflation-adjusted dollars than his father did when the young man lived at home.

But today, a 30-year-old man is making about 10% less in real earnings than his father did when the young man left home, the report said. "The fact that the man's father owns a house with easy mortgage payments only sharpens the contrast in their economic status," it added.

In 1973 the average 30-year-old earned $23,580 in inflation-adjusted 1984 dollars. By 1983, that figure had dropped to $17,520 in real dollars, a 26% decline. Average family income in this age group fell 14% during this decade despite a large increase in two-earner households, the study said.

To purchase a median price home in 1973, the average 30-year-old would have had to spend 21% of his gross monthly earnings on mortgage payments. By 1983 he or she would have had to spend 44%, which usually puts homeownership out of reach. "That is despite the fact that today fewer than half of all new housing units are detached single-family dwellings as compared with more than 60% in the 1970s" the report said.

Continued on Page 36

With the mural at the opening of the exhibit behind him, Bob Jones of Local 1590, Washington, D.C., cuts a large, arch-shaped piece of plexiglass to be installed on the front of a display case.

Dutch Holland, Local 132, Washington, D.C., and Harold Lida, Local 1694, apply a velvet covering to the plywood shelves of a display case which will hold a magnificent array of silver. Photo by Wm. Schaeffer/National Gallery of Art.

The fireplace below represents no particular fireplace, but the spirit of 17th century house style. Dick Yates, Local 132, Washington, D.C., gives his work a final inspection before it is moved into place for the display of 14 pieces of Chinese porcelain, right. Photos by Wm. Schaeffer/National Gallery of Art.

The job foreman, Randy Payne, Local 132, Washington, D.C., is shown on the upper level of the East Building working on the exhibit sales area while Tom Piddington, Local 1665, Alexandria, Va., insert, works downstairs in the exhibit shop.

Building the 'Treasure Houses'

For *The Treasure Houses of Britain: Five Hundred Years of Private Patronage and Art Collecting,* the current exhibit at the National Gallery of Art in Washington, D.C., UBC members have transformed a light and airy 20th century building into a series of 17 galleries representing English country houses from 1485 to 1985, including a dark Tudor castle and a romanesque rotunda. The result is a magnificent showcase for an exhibit of this scope—it features over 800 priceless objects from over 200 treasure houses.

J. Carter Brown, gallery director; Gervase Jackson-Stops, exhibit curator; Gaillard Revenel, gallery design chief; and Mark Leithauser, assistant chief of design, chose to create a chronological series of typical rooms, or parts of rooms, as the most effective way to showcase the treasures. Rather than attempt to recreate specific rooms exactly, the team designed each gallery as representative of a period after viewing paintings, and touring the houses themselves, and based on their historical knowledge of architecture. Various elements appropriate to each period were included to evoke the presence of a British country home.

One of the more precise recreations is the Jacobean Long Gallery, which duplicates the door of a castle, the windows of another famous home, and the ceiling, molding, and room colors of a portrait of the Countess of Arundel. This portrait hangs in the room to emphasize the similar features. Another room that imitates a painting found on one of its walls is the Dutch Cabinet. (Cabinet means a small room.)

Not your typical carpentry job, working at the gallery is full of challenges and surprises. Corning Construction Corp. of Beltsville, Md., has a contract with the gallery to keep four or five carpenters employed in the exhibit shop full time, year round. Their shop is located below the exhibition areas and is fully equipped to handle almost anything they need to create an exhibition. For the *Treasure Houses* exhibit, Associated Builders of Hyattsville, Md., was brought in to help, bringing to 20 the number of UBC members on the project. Working with the gallery staff is very demanding as they insist upon consistent, high quality work, and people who can accept the job's challenges and demands.

The UBC's quality people, all affiliated with the Washington, D.C., and Vicinities District Council, began the heavy construction work in June of 1985, completing it in time for the show's November 3 opening, five months later. On November 9, the exhibit's patrons, Their Royal Highnesses, Prince Charles and Princess Diana, visited the gallery for black-tie opening festivities, adding glitter and increased excitement to the show.

Mounting the exhibition cost over four million dollars, part of which was covered by a grant from the Ford Motor Co. But funding was only one hurdle the planners had to overcome in their transformation of the two top floors of the gallery's East Building. Brown, Jackson-Stops, Ravenel, and Leithauser made countless trans-Atlantic flights to visit the homes of hundreds of United Kingdom aristocrats and ask permission to borrow their treasures (over 90% of the owners said yes), to inspect the objects and ensure that they were in good enough condition to withstand the travel, and to coordinate the placement of each object and the flow of each room. In most cases the objects could not leave Britain until late summer because their owners allow paying visitors to tour the homes as a means of raising the funds needed to maintain them.

Many of the items are over 500 years old, and some even date back to ancient Greek and Roman times. Some had never before left the homes, and others had never even been moved. Crating, shipping, and insuring the objects were primary concerns, and what of the difference in climate—especially the warm, dry air found in the gallery? Dry heat would cause irreparable damage to the Van Dyck, Rembrant, and Velázquez

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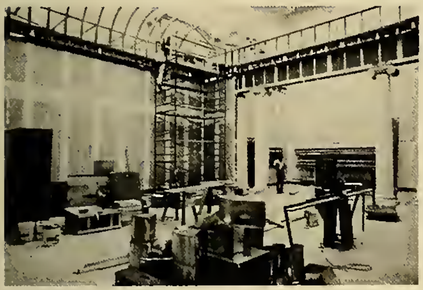
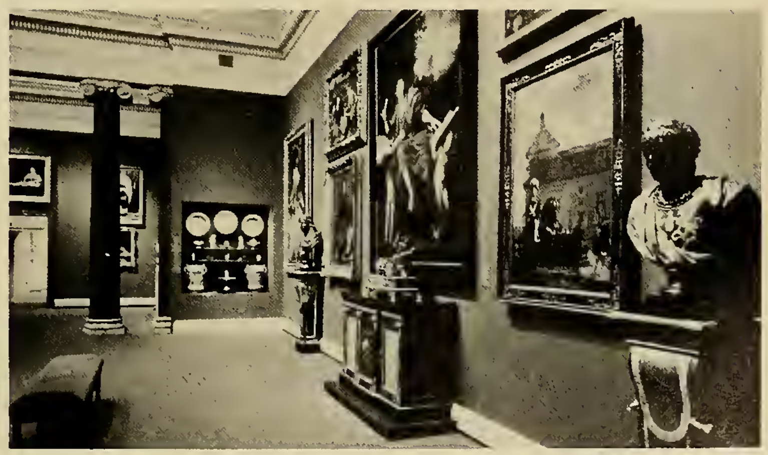


These three photos show the same room, The Waterloo Gallery. The intricate molding, cornices, and columns are highlighted in the photo at bottom left, which also details the careful spacing of the dentil molding as it turns the corners. At top left is a photo showing an overview of the room with work in progress, including the humidifying ducts waiting to be installed. The finished room is shown in the photo below. Photos at top left and below by Wm. Schaeffer/ National Gallery of Art.



Ottawa Report

QUEBEC BILL 42 CHANGES

Last summer a new Act respecting occupational accidents and diseases went into effect in Québec. Long hoped for by parties interested in the work environment, the Bill is a sizeable reform of almost 600 sections. It constitutes an important landmark in the development of occupational health and safety, making Québec a frontrunner in North America with regard to the compensation of occupational accident victims.

Bill 42 considerably changes the regulations regarding compensation. Medical aspects of the system have been removed from the control of the Commission de santé et de sécurité du travail du Québec. The injured worker chooses his own physician and hospital. The attending physician rules on the payment date. In return, nevertheless, he must provide a more complete file to the CSST on his patient, but he is now paid to do so.

In addition, the new method of compensation replaces the lifetime pension with a mixed formula, a revenue replacement indemnity and a fixed annuity to compensate for bodily damages. "Thus a major legislative flaw is corrected, which has prevailed up until now in the area of compensation; under the previous system small disabilities were over-compensated and major disabilities under-compensated," explains Robert Sauvé, president and general manager of the CSST. The new system is more just for everyone, in the opinion of the Employers Council.

However, for the unions, the question of compensation constitutes the main stumbling block to Bill 42. "On this aspect we have not yet reached our objective," says Robert Bouchard, of the Québec Federation of Labour. "Ideally, we would have liked the principles of compensation which have prevailed until now to be wholly transferred into Bill 42. The problem with the present bill is the concept of suitable employment. There has been a great struggle to obtain a clearer and more specific definition of suitable employment which would allow us to say that a particular worker cannot be integrated into a job called suitable considering his physical or mental abilities. Unfortunately, this idea has remained quite vague! It will certainly complicate the exercise of the right to return to work which we mean to have respected at any cost."

SECOND-HAND SMOKE RULE

Hundreds of thousands of Canadian workers may be forced to stop smoking on the job after a federal labor adjudicator, in a landmark decision, declared second-hand tobacco smoke a dangerous substance.

The decision could revolutionize the Canadian workplace, moving this country a giant step closer to the smoke-free office, health and labor spokesmen said recently.

Though researchers have said for some time that second-hand smoke may cause cancer, this is the first time the link has been recognized by a labor adjudicator.

The decision will immediately give 870,000 Canadian public service workers a precedent for demanding protection from tobacco smoke in the workplace.

In the longer term, the decision may serve as a precedent for virtually every unionized worker in Canada because it stipulates that keeping workers free from tobacco smoke is a basic principle of safety in the workplace.

FED PENSION REFORM HERE

In introducing Bill C-90, Ottawa has moved close to the finish line of the decade-long trudge toward reform of Canada's retirement income system.

Called the Pension Benefits Standards Act 1985, the bill's main impact on company pension plans will be to improve pension portability, to bolster women's pensions and remove sex discrimination, and to extend coverage to part-time workers. The changes take effect in 1987.

FED MINIMUM WAGE UP

The federal minimum wage, now the lowest in the country at $3.50 an hour, will be raised to $4 in May—the first increase in four years, Labor Minister Bill McKnight has announced.

McKnight also announced that the government will abolish the separate youth minimum wage, now $3.25 an hour, making the $4 rate applicable to all employees when the change takes effect.

"This increase not only reflects the government's commitment to an equitable minimum wage but also brings the federal minimum wage more into harmony with rates in other jurisdictions," he added in a statement.

McKnight estimated earlier this year that only about 2,500 of approximately 600,000 workers within federal jurisdiction currently earn the minimum wage.

Federal jurisdiction includes industries such as banking, shipping, air transport, broadcasting, railways, grain elevators, and pipelines.

The new federal wage will compare with the following rates: Newfoundland $4, Nova Scotia $4, Prince Edward Island $4, New Brunswick $3.80, Quebec $4, Ontario $4, Manitoba $4.30, Saskatchewan $4.50, Alberta $3.80, British Columbia $3.65, Northwest Territories $4.25, and Yukon $4.25.

Locals and Councils Urged to 'Adopt' L-P Strikers

There are approximately 500 strikers picketing the Louisiana-Pacific Corporation after two years of hardship and struggle, and they need financial assistance to provide for their basic needs and the needs of their families.

General President Patrick J. Campbell has issued a plea to all UBC local unions and councils throughout North America to "adopt a striker," so that the fight against L-P will ultimately defeat the company's blatant attempt at union busting in the forest products industry.

"If your local or council can help support one of these workers at $100 a week or half or a quarter of this amount on a weekly basis, please help out," Campbell declared in his appeal for assistance. "I'd appreciate hearing from everyone. To those who have given their time and financial support to the struggle against L-P, I ask your continued support. To those who have not yet given, now is the time. I am well aware that a weekly financial commitment will be a burden for many, because these are not the best of times in most areas. But in this Brotherhood, we must be our brother's keeper, even if it hurts a little."

Campbell noted that the L-P boycott and the strike effort has already exacted a heavy price from the company.

"When this strike began, L-P's spokesperson publicly stated that in a perfect world they would like to 'return to the work ethics of the 20s and the 30s.' As trade unionists, we cannot let any major employer succeed in such efforts to turn back the clock on working men and women."

Campbell stated that we must continue this fight for justice for ourselves and for future generations of workers in the forest products industry. Last month, the United Brotherhood expanded its boycott to include home builders who use L-P products in their construction projects.

Boycott Profile: Washington, Oregon

Local 2845 members, from left, Rusty Anderson, Tim Jensen, Richard Osborn, and John Svicarovich conduct boycott handbilling at Fred Meyer in Forest Grove, Ore.

Local 1746 members, front row, from left, Jim Hamilton, Don Fletcher, Liz DiStael, Marlene Marcon, Carol Sampson, Dave Campbell and Doug Patterson join, back row, from left, Brad Witt of the Western Council LPIW, UBC Representative Mark Furman, and Local 1120 Financial Secretary Larry Hodgin, in preparing for recent handbilling at Fred Meyer.

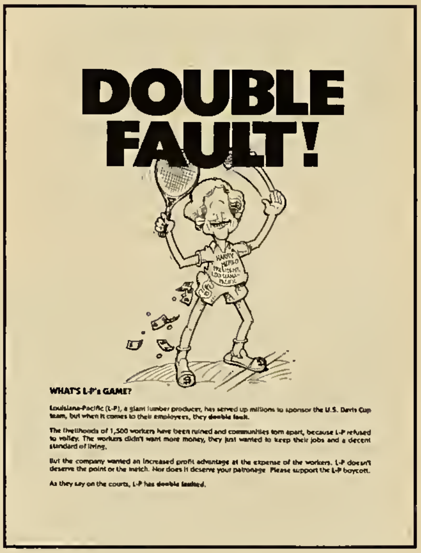
Brotherhood members in the heart of the L-P strike territory have been conducting regular boycott activity since the boycott's inception, under the direction of 7th District Board Member Paul Johnson. Members from the Seattle and Tacoma District Councils in Washington, along with the Oregon State and Willamette Valley District Councils and affiliates of the Western Council, have been active boycott participants in L-P's home territory. The boycott's impact has been impressive, as two years of activity has produced a lengthy list of retailers that have dropped L-P products.

Area boycott activities are being coordinated by UBC Representative Marc Furman and have focused on lumber retailers in the area, including Fred Meyer, B & I Lumber, Parr Lumber Co., Copeland Lumber, and Henry Bacon Lumber Co. Fred Meyer, with twenty stores located in the Portland and Seattle areas, is the primary target for boycott handbilling at present. A Labor Board charge filed by Fred Meyer against the UBC handbilling was recently dismissed and intensified boycott action is planned.

In addition to the boycott handbilling, UBC members in the area have engaged in numerous other strike support activities. Picketing of L-P sponsored Davis Cup tennis matches and a stock analysts' meeting at which L-P's Chairman Harry Merlo spoke was conducted, and several demonstrations have been coordinated at L-P's corporate headquarters in Portland, Ore.

Survey local homebuilding projects for L-P products

Please begin to monitor residential construction projects in your area to see if L-P wood products, particularly L-P waferboard, are being used. If such homebuilding projects are identified, please notify the General President, and appropriate action will be taken.



DOUBLE FAULT!

WHAT'S L-P's GAME?

Louisiana-Pacific (L-P), a giant lumber producer, has served up millions to sponsor the U.S. Davis Cup team, but when it comes to their employees, they double fault.

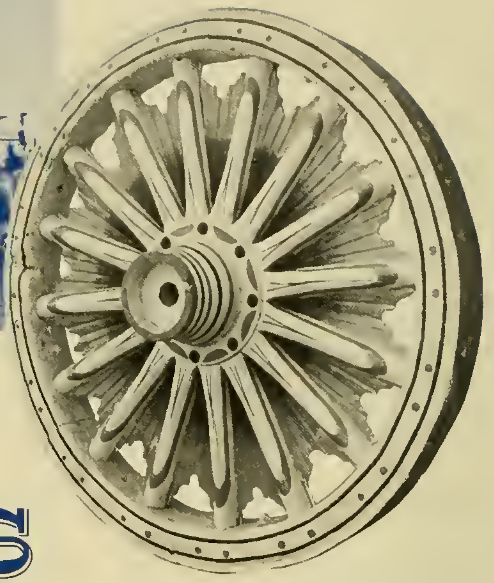
The livelihoods of 1,500 workers have been ruined and communities torn apart, because L-P refused to volley. The workers didn't want more money, they just wanted to keep their jobs and a decent standard of living.

But the company wanted an increased profit advantage at the expense of the workers. L-P doesn't deserve the point or the match. Nor does it deserve your patronage. Please support the L-P boycott.

As they say on the courts, L-P has double faulted.

Handbill developed by our Washington-Oregon members and distributed at the L-P-sponsored Davis Cup Tennis Tournament.

GOLDEN AGE OF CHIVALRY



Making CIRCUS WHEELS . . . nearly a lost art

by Kiri Olson

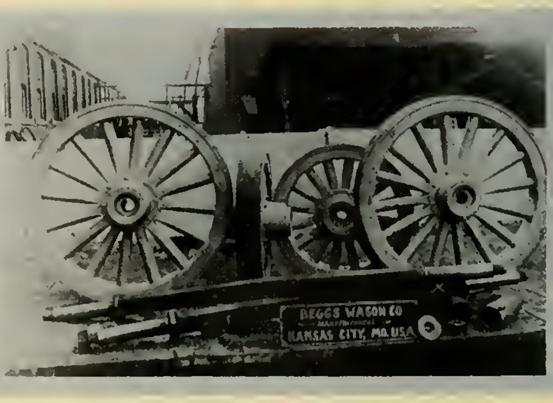
Ornately designed and lavishly painted wagon wheels were a colorful part of circus parades. In addition to their brilliance, they were extremely heavy and built of fine quality wood to withstand all of the rigors. Today, the fabrication, let alone the sight, of steel-rimmed wooden circus wheels is very rare.

A century ago, wagon builders bought their wheels from companies that specialized in making them. At that time, a wheel would cost about $100.00. Beggs Wagon Co. of Kansas City, Mo., advertised, "All sizes of sunbursts on short notice. Nicely carved. Furnished in the white or completely painted ready to put on." The best known circus wheel manufacturer was St. Mary's Wheel & Spoke Co. of St. Mary's, Ohio who advertised in 1922, "The Circus boys are ready for a busy season! Are you?"

J. C. White was the superintendent of the St. Mary's Wheel & Spoke Co., while his father, Thomas A. White, was president and general manager from 1890 to 1936. In his book, *Circus Baggage Stock*, C. P. Fox recounts J. C. White's explanation of how the massive circus wheels were made: "The hubs were always made of elm because of its toughness. After they were turned and mortised to fit the flanges, the spokes were driven into the hub blocks, then the Sarven flanges were pressed on hydraulically. The spokes were white oak and were turned to desired diameter and mortised to fit right in the hub. The other end of the spoke was tenoned to fit the felloe. Before the assemblying, the spokes were sanded and finished. They were also grooved for the 5⁄16-inch panels that were inserted between the spokes. The spokes were then driven into the hub, filed, sanded, and finished in the center of the wheel. The panels were then glued in place before the felloes were applied. The felloes were white oak. (The panels mentioned were for sunburst wheels used on parade wagons.)

This set of wheels, axles, axle nuts, and skeins, right, are fresh out of the Beggs factory. All circus wheels revolve on tapered friction bearings. They usually had 16 spokes and sometimes 18, as compared to 14 on farm or commercial wagons. Spokes up to two inches in diameter were made of second-growth hickory, while larger spokes were made of second-growth white oak. Wheels cost between $75 and $125 each, with $20 extra to "sunburst" them. The Beggs Wagon Company also manufactured baggage, cage, and parade wagons for many circuses.

The power of a horse when pulling a load is developed in the hind quarters. Far right, a heavy stringer wagon is in obvious difficulty. The show and date of this photo are unknown, but the show is probably Ringling in the 1920s. (Photos and captions from Circus Baggage Stock *by C.P. Fox.)*



"All wood used was air-dried in open sheds for about two years before using. After this the billets were dried to about 4% moisture content in the dry kilns. The dish was built into the wheels by the angle we put on the tennon that was driven into the hub.

"The steel tire was shrunk on the wheel as a last step. When finished, the wheels were dipped in linseed oil."

Some of the first circus wheels had a circular fan of scrolled and painted wood fastened to the outside of the spokes. These wheels were dazzling but quite vulnerable to damage, especially as circus wagons became heavier and more massive. So the wheel decoration was changed, and triangular pine inserts were placed between the spokes, forming a sunburst pattern.

The wide edge of the triangular web was fluted. These webs were painted red, starting from the point of the web, turning gradually to orange and then to yellow. When the wheel rolled, it resembled a sunburst. The felloes, spokes and hub were usually painted white with red, green, yellow, or blue detail.

Making a steel-rimmed wooden wheel was a long, painstaking process. First, the wheel size had to be determined by the weight the wagon would haul. They ranged from 28" to 52" in diameter. Then, the fabrication could begin. There were three major components to the wooden wheel: the felloes, spokes, and hub. The felloes, which formed the circumference of the wheel, were usually made of two or more oak sections. Depending on the diameter, the spokes were made out of oak or hickory. Their size was determined by the circumference and tread width of the wheel. Circus wheels were generally 16 or 18-spoked. Some wheels had wooden hubs. Other, better-made wheels had steel Sarven Patent hubs. After all of the components were made, the completed wheel was dipped in hot linseed oil.

The width of the rim, or tire, was generally from 2" to 8" and it was ¼" to 1" thick. To form the tire, hot rolled steel of proper width and thickness was rolled to the correct diameter and welded. The tire was placed in a blazing fire for expansion. When it reached the right temperature, the tire was removed with hook poles.

The next step, which proved the accuracy of the wheelwright's work, was to place the tire over the wood wheel. If the fit was tight, a sledge hammer was used to force the red hot tire over the wheel. This had to be done quickly so the felloe would not ignite.

Then, water was poured over the hot metal to start the shrinking process. It was very important that this step be done evenly for uniform shrinkage. The wheel could also be placed in a tank of water to cool. After it dried, the wheel was painted and placed on an axle of a wagon, ready to carry tons of weight.

With the advent of pneumatic tires in the 1930s and 1940s, steel-rimmed wooden wheels became scarce. The nostalgic, rumbling sounds from the old wooden wheels would appear to be gone forever. The Circus World Museum in Baraboo, Wisc., however, brings back these familiar old circus sounds daily. The museum is built on the original winter quarters of the Ringling Bros. Circus (1884–1918). The Ringlings got their start in Baraboo, their hometown. Nearly all 160 of the museum's antique circus wagons, the world's largest collection, rest on steel-rimmed wooden wheels.

The museum also features a historic wheelwright's shop display. "We have tried to establish a working shop of the skilled craftsmen who made and repaired ornate circus wagon wheels years ago," says Jim Williams, the museum's display director. "Visitors can observe their tools and work." The exhibit, housed in part of the historic Ringling Elephant Barn, is divided into several work areas for smithwork, painting, and repair. There are also hundreds of spokes, hubs, felloes, and completed wheels on display, as well as some hand made tools and a historic Ringling hippo den ready to have new wheels. Visitors

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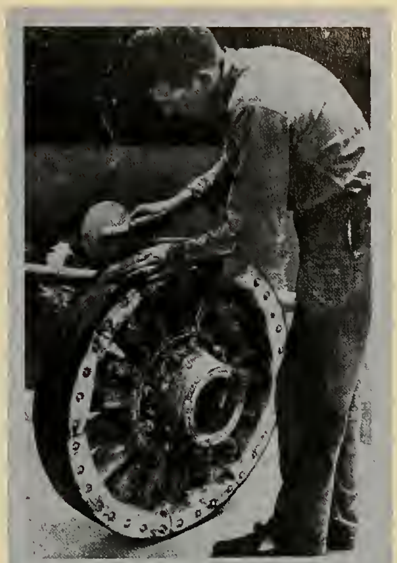

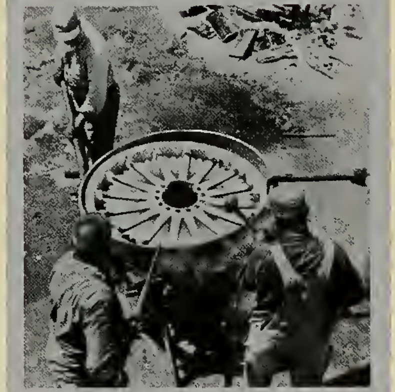

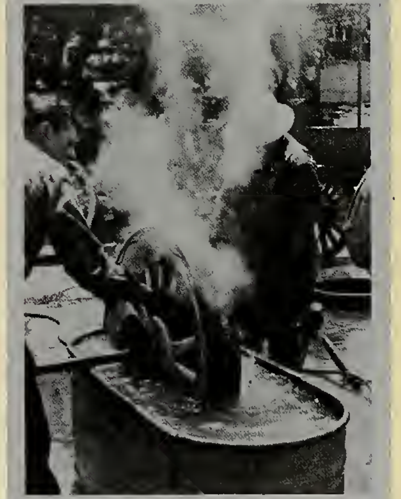

Before a steel tire could be made, the wheelwright (top) had to measure the wheel's circumference. After the steel tire was placed in a blazing fire to expand, the red hot ring was lowered with hook poles (middle) onto the wooden wheel and hammered into place. The last step of a long, painstaking process, the entire wheel was lowered into a tank of water (bottom) to cool and shrink the tire which tightened the felloes on the spokes and the spokes into the hubs.

Labor News Roundup

Poll shows many young workers want unions

Labor's critics often gleefully point to figures that show that six out of seven young workers don't belong to a union, claiming that this proves unions are old-hat to growing groups of workers. But when those young workers are quizzed on their attitudes toward unions, they tell a different story.

A recent Harris poll revealed that four out of ten non-union workers under the age of 35 say they would vote for a union if they had the chance. In comparison, only one out of four non-union workers over 50 years old feels the same way.

When full-time workers were asked what they think is the impact of unions on the well-being of working people today, nearly half of those aged 18 to 29 (46%) said unions help. Younger workers, reports the survey, are more likely to feel unions help than older workeres do.

When they actually have a chance to vote union, however, those good intentions don't always translate into votes. Modern labor law has become so weak that it no longer protects workers' rights to free elections for union representation—those days, managements can delay the vote, decide who's eligible to vote, fire workers, threaten them and twist their arms in ways that would have been practically unheard-of and certainly illegal thirty and forty years ago.

Retirees' earning exemption increases in 1986 change

Beginning last month, the amount retirees under U.S. Social Security can earn and still receive full benefits rose a few hundred dollars.

The 1986 annual exempt amount for people 65 and over is now $7,800, up from $7,320 in 1985. The 1986 exempt amount for retired persons under 65 is now $5,760, up from $5,400 in 1985.

A person whose earnings do not exceed the annual exempt amount will receive all benefits due for the year. Benefits are reduced $1 for each $2 of earnings above the exempt amount. This test does not apply once a person reaches 70.

The amount of annual earnings needed to earn a quarter of coverage—the measure of work credits under the law—is now $440 for 1986, up from $410 in 1985. In 1986, a worker will earn four quarters of coverage if his or her annual earnings are $1,760 or more.

NLRB rules employer's ban on union sticker violates act

A divided NLRB has ruled that an employer violated the Taft-Hartley Act by firing a construction worker who refused to remove union stickers from his company-issued hardhat. In a 2-1 decision, the Board majority of Members Dennis and Johansen found that, in the absence of safety or production reasons for a ban on wearing a union insignia, the employee had a right to express his support for the union by placing stickers on his hardhat.

In dissent, Chairman Dotson says the employer's ban on covering hardhats with union stickers should be upheld because the employees had "ample alternative methods" to express support for the union, such as wearing union T-shirts or placing a union insignia on personal belongings.

Johnny Lambert was working as a crane operator for Malta Construction Company on a highway project south of Atlanta in 1983 when Local 926 of the Operating Engineers tried to organize Malta employees. To express his support for the union, Lambert placed union stickers on his crane and on his hardhat. When a supervisor ordered him to remove the stickers, Lambert removed the stickers from his crane but not from his hardhat. After the supervisor warned Lambert he would be fired unless he removed the sticker and he still refused, the employee was fired for defacing company property. The union filed charges with NLRB.

Reversing an administrative law judge's ruling in favor of Malta, NLRB finds no special circumstances which override the employee's presumptive right to demonstrate union support by wearing union insignia. Malta argued that its orange hardhats were useful in distinguishing its emloyees on a multi-employer worksite, but the Board finds no evidence that the stickers obscured the color of the hardhat or otherwise damaged the company's property. NLRB concludes that the employer's ban on union insignia was not necessary "to maintain production or discipline, or to ensure safety."

Rubber Workers adopts plan for union-made tools

At the United Rubber Workers Skilled Trades Conference held recently in St. Louis, Missouri, they adopted a recommendation to incorporate language in future contracts to include a provision for union-made tools. The provision states that " . . . the company will replace at no cost to the employee all worn, damaged or stolen tools, with American or Canadian, union-made tools depending on the plant location."

Phony advertising solicitors working Washington State

The Washington State Labor Council, AFL-CIO, has warned that bids apparently have been solicited for advertisers for fradulent directories, newspapers and annual reports purportedly connected to the council. The council said at least two recent incidents have occurred of telephone solicitations for advertising in phony publications misrepresented as being labor-related.

U.S. appeals court reverses Silkwood; wants new trial

In a major disappointment for labor, the U.S. Court of Appeals in Denver, Colo. has reversed the $10,000,000 punitive damage award against the Kerr-McGee Corp. in the Karen Silkwood case.

Describing itself as reluctant to regard " . . . errors that permitted the jury to consider improper elements," the court called for a new trial.

In a major dissent, however, one of the justices in the circuit pointed out that the first trial lasted 11 weeks and that forcing the case to a new trial was "atrocious."

The justice said in his dissent that the other justices " . . . refused to face the general nature of this case. The truth is . . . that the treatment of Silkwood shook the entire nation. Her suffering and death will not soon be forgotten."

The judge charged that the Kerr-McGee Company's arguments "do not justify either a reversal or a new trial.

"The award for punitive damages is not all excessive in light of the needless and excessive injury," he wrote.

"The evidence and verdict serve to call attention to the danger from the misuse of the material and its tragic result."

Daniel Sheehan, the main attorney for the Silkwood estate, reported preparations for a new trial are already underway.

Big gains made in South, IUD organizers report

While most unions are having a difficult time attracting new members, organizers for the AFL-CIO Industrial Union Department are reporting a resurgence in union organizing success in the South. IUD's organizing department, which is based in Atlanta and has confined its activities to the South for the past several years, says that through the first 10 months of 1985 it has participated in 32 representation elections, winning 25 to gain bargaining rights for more than 4,000 workers and losing only three elections in units totaling 600 employees.

CHILDREN IN POVERTY
. . . On The Rise

The white house staff deserves high marks for manipulating public opinion into believing the President should get the credit whenever the sun comes out.

When the Census Bureau recently reported that the number of people in poverty declined by 1.8 million last year to 33.7 million, the White House called it a "triumph" for Reagan's economic policies.

What the White House staff ignored was the fact that the decline in the poverty rate to 14.4% followed five years of sharp increases in poverty. The Reagan recession, the deepest since the Great Depression of the 1930s, pushed the poverty rate to a record 15.3% in 1983.

The New York Times pointed out editorially that the poverty rate is still higher than when Reagan took office—"one step forward after two steps back."

The bragging by the Administration seems premature with unemployment still in the 7% recession-level range after 33 months of "recovery." Worse, some economists see signs of a recession shaping up, an event which will swell the numbers of poor in the absence of anti-poverty programs.

One of the most distressing aspects of this supposed good news poverty report is that, for the tenth consecutive year, the gap between the number of children living in poverty and the rest of the population has widened.

From 1970 to 1983, the poverty rate for children under 16 rose from 15.5% to 22.8%. Over the same period, the gap between the overall poverty rate and that for children grew from a 2.9% difference to a 7.5% difference. In 1984, the gap edged up again to 7.6% points, even though the poverty rate for that age group fell slightly to 22%

For children under 18 years old, the poverty rate fell from 22.2% in 1983 to 21.3% in 1984. The rate for white children fell from 17.5% to 16.5%.

The rate for black children and Hispanic children remained virtually unchanged at 46.5% and 39%, respectively.

For children under the age of six, the poverty rate was even higher—24% in 1984, which was a drop of 1% over the year. Black children in this age group were poor at the record rate of 51.1%, up from 49.4% in 1983.

According to Michael R. Lemov, executive director of the Food Research and Action Center, "The United States remains the only industrialized nation in the world where children make up the largest segment of the poverty population."

In a report analyzing the data on poverty among children, FRAC warned: "Children are the largest group of poor Americans; they are the victims of an economic generation gap that threatens our ability to substantially reduce the level of poverty in America for a new class of poor."

The consequences, FRAC said, are "long-term health risks for an entire generation of Americans. Poverty and its side effects among children can lead to poor physical growth, anemia, and poor behavioral development." Such problems translate into reduced abilities to perform well in school, it noted.

The Reagan Administration may con-

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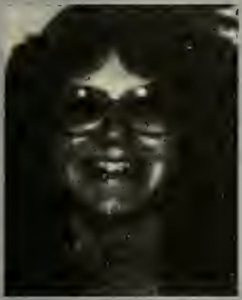
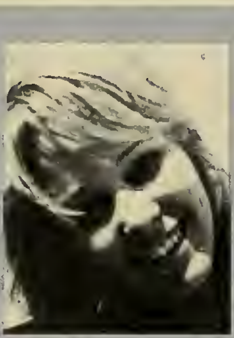
Missing Children

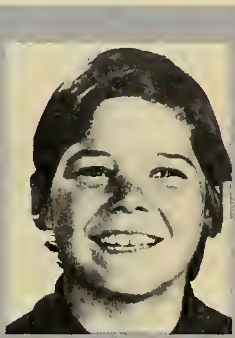
If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5678



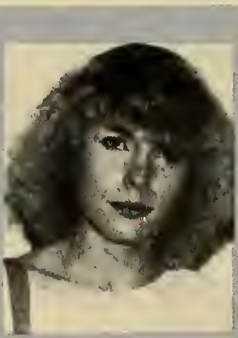
CHERYL PETERS, age unknown, has been missing from Minnesota since May 21, 1984. Her hair and eyes are brown.



TERRY DESCHAMPS, 18, has been missing from California since July 25, 1984. Her hair is blonde and her eyes are green.



TONY FRANKO, age unknown, has been missing from his home in California since May 9, 1983. His hair and eyes are brown.



JENNIFER DOUGLAS, 18, has been missing from her home in Colorado since July, 1984. Her hair is blonde and her eyes are gray-blue.

LOCAL UNION NEWS

Local 122 Marks 100th Anniversary

Local 122, Philadelphia, Pa., celebrated its 100 anniversary last November 19 with a gala event attended by General President Patrick J. Campbell and Philadelphia Mayor W. Wilson Goode, who spoke on the advantages of the labor movement. President Campbell reviewed the Brotherhood's dramatic, century-old history.

Metropolitan District Council President and Business Manager Edward Coryell presented a plaque to President James O'Donnell and Business Agent Seamus Boyle. Congressman Robert Borski presented a United States flag which had been flown over the Capitol in Washington as a memento of the occasion.

The banquet committee and spouses at Local 122's 100th anniversary celebration.

Fernald Council Receives Karen Silkwood Award

Karen Silkwood, a representative for her local Oil, Chemical and Atomic Workers union, died on her way to meet a *New York Times* reporter with evidence of falsified safety records and missing plutonium from the Kerr-McGee plutonium processing plant where she worked in Crescent, Okla. Just prior to her death she was severely contaminated with plutonium that was found in her bedroom, bathroom, and kitchen. Although no one has yet been held responsible for her death, Kerr-McGee was held responsible for her contamination in a 1979 trial which awarded $10 million in punitive damages to Silkwood's three children.

By giving awards in Karen Silkwood's name, the Christic Institute, a public interest law firm and policy center, recognizes workers who have reported hazards ignored by employers and federal agencies. A Karen Silkwood award was recently conferred on the entire Fernald (Ohio) Atomic Trades and Labor Council.

Gene Branham, president of the Fernald Atomic Trades and Labor Council, Bob Schwab, chairman of the plant's safety committee and a member of Carpenters Local 2380, Fernald, Ohio, and other representatives of the Council, have just ended a successful strike for health and safety at the Fernald nuclear weapons facility near Cincinnati, Ohio. They have obtained what is probably the most comprehensive health and safety language ever in a contract at a nuclear facility. They have won the right to refuse dangerous work and protection from retaliatory dismissal. Workers at the Fernald plant are now able to participate in the creation, monitoring, and enforcement of standards and procedures designed to protect their health and safety.

Last year, the Fernald Council won permission for the National Institute for Occupational Safety and Health (NIOSH) to inspect the medical and radiation exposure records of workers at the plant. The inspection resulted from a 1980 request by Al O'Connor, district council president of the local International Association of Machinists, and John Webster, a representative from the International Chemical Workers Union. The request was initiated after Webster examined 1,956 seniority rosters and noticed that a high number of people died in their early 50s.

The Fernald facility may be the largest nuclear waste dump in the United States and, according to the Evironmental Protection Agency, the worst source of uranium emissions in the nation. According to a report by Ohio Senator John Glenn, people living near the boundary of the plant from 1956 to 1969 received an equivalent of 140 chest x-rays a year. But the plant has won 69 awards from state and federal agencies for an exemplary safety record.

Glen Branham was nominated by Sam Fife to accept the Silkwood Award on behalf of the entire Fernald Council.

Gene Burnham, left, accepts the Karen Silkwood award on behalf of the Fernald Atomic Trades and Labor Council, with Bob Schwab, right, Carpenters Local 2380, Fernald, Ohio.

Gene Burnham, center, with Jehane Dyllan, star of the one-woman show "Silkwood," and Karen Silkwood's daughter, Kristi Meadows, right during the recent award convention.

'Run for the PAC' in Phoenix, Arizona

The first annual "Run for the PAC" was sponsored by Arizona's State District Council of Carpenters in conjunction with the Central Arizona Labor Council. It was held in Encanto Park, Phoenix. A part of an effort to raise funds for their political action committee, the event included a fun run-walk as well as a 5K run. A pancake breakfast for the 300 people in attendance followed the run through the park.

Get Set RUNNERS
FINISH

Runners go off their marks at the start of the Arizona 5K race.

The Arizona State District Council of Carpenters Executive Board, who helped to coordinate the event, from left, include Bob Moyer, Bill Boggs, Chuck Byers, Ed Friedman, Bill Martin, Joel Greene, Benny Bidwell, and Richard Mills. Not pictured are Don Fornear, Harry Drake, and Richard Handcock.

Outstanding Employer Awards in New Jersey

Area contractors, local members, and elected officials were among the 400 gathered at the Local 31, Trenton, N.J., annual "Friends of Labor Rally." A highlight of the festivities was the presentation of Outstanding Employer Awards to four area contractors who were chosen by the Local for their high ethics and dependability. Local 31 gives the awards in appreciation of these worthy qualities.

The Outstanding Employer Award winners pictured, from left, are James Capizzi, president, Local 31; Michael Zagola, vice president, Local 31; Sam Secretario, Fruscione Co.; Paul Massey, MGM Contracting Co.; Ernest Tenzer, Ten-Kar Construction Co.; Archie Massey, MGM Contracting Co.; Roland Aristone Jr., Aristone Co.; and Thomas Canto, business agent, Local 31.

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Paducah Wins With 1925 Labor Goddess, Primitive Pete

Labor Day 1985 proved to be a special day for UBC Local 559 members in Paducah, Ky. They were awarded a trophy for the most original float in the AFL-CIO Parade, and their 1925 candidate for "Goddess of Labor" was honored guest at the day's festivities.

Virginia Harton Owen was 16 when she received her crown at the Carpenters' union hall. Her prizes included a crown of flowers, a bouquet, a box of candy, and some prize money. Her victory 60 years ago was helped by the efforts of her father, who was a union carpenter, her five brothers, and her boyfriend (who later became her husband). The winner of the contest was determined by who sold the most tickets to the Labor Day picnic, and every one of her brothers was out there selling hers.

Owen joined Miss Labor Day 1985 as the parade wound its way through downtown Paducah. Further back was the prize-winning tribute to Primitive Pete designed by Local 559.

MISS LABOR DAY 1925

Virginia Harton Owen, left, as she looked on Labor Day 1925 after being presented with her prizes, and, right, as she looked on Labor Day 1985.

From the bearskins worn by Local 559 members Raymond Blaylock and William Voytas to the clever arrangement of branches, rocks, and bark, the float, above left, was truly a sight to see. The tribute to Primitive Pete for the invention of the handle brought to the local the "Most Original Float 1985" trophy.

Caddo Door Employees Vote for Union Label

On election day jubilent employees celebrate the UBC victory.

Delores Edmonds, chairperson from the Caddo Door warehouse department, above left, listens intently to pre-election instructions. Above right, employees gathered the night before the election.

Representative Willie Shepperson meets with members of the in-plant committee to plan strategy for the upcoming election.

Defying a company threat to "shut down the plant if the employees voted for the union" and making a public display of their commitment to the UBC, 55 employees of the Caddo Door and Veneer Co., Bossier City, La., voted in the union label in late September.

Caddo Door, a manufacturer of hollow and solid core wood doors, waged a vicious campaign which was met head on by UBC Representative Willie Shepperson and a team of campaign coordinators Patricia Ann Wheatley, Mamie R. Gibson, and Rachel I. Davis. These efforts paid off when the final vote was in: 55 for the UBC and 17 against.

As a show of strength throughout the campaign, the in-plant committee designated days to wear the UBC button, days to put a UBC bumper sticker on cars, and days to wear UBC T-shirts. On election day, the committee had everyone come in dressed in a UBC cap, T-shirt, blue jeans, white sneakers, with a white UBC pen outside the right-hand pocket of the jeans.

After 49 years of non-union conditions, the employees of Caddo Door have finally gotten what they deserve.

UBC Forest Products Boards Firm Up Their Operations

Growing concern for the welfare of employees in the U.S. and Canadian forest products industries recently prompted the United Brotherhood to establish a UBC International Forest Products Conference.

It held its first meeting November 13 and 14 at the UBC General Offices in Washington, D.C., with General President Patrick J. Campbell serving as chairman. International Forest Products Conference Board members are James Bledsoe, executive secretary of the Western Council of Lumber, Production, and Industrial Workers; Mike Draper, Western Council of Lumber, Production, and Industrial Workers; Ray White, Southern Council of Industrial Workers; Richard Hearn, Mid-Atlantic Industrial Council; Fred Miron, president of the Northern Ontario District Council; and Wilf Warren, president of Local 2564, Grand Falls, Newfoundland.

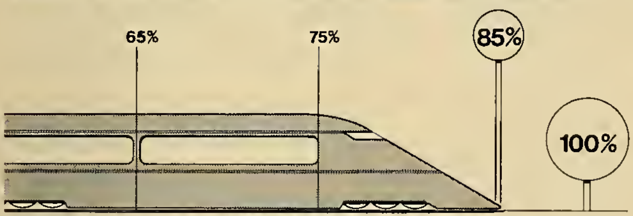
Since this formative conference, reported last month in *Carpenter,* two subsidiary boards have been formed to handle the distinct problems of U.S. and Canadian members in the industry.—a four-member U.S. Forest Products Joint Bargaining Board and an eight-member Canadian Forest Products Conference Board.

The Brotherhood's Industrial and Special Programs Departments are working with both of these subsidiary boards, compiling data and establishing policies to deal with industry problems.

Among the problems being studied by the conference are the lumber and sawmill shutdowns, the claims of overcapacity in the industry, the continuing boycott of Louisiana-Pacific Corporation, the introduction of new products and technology, and the anti-union efforts of some corporations.

A new staff member has been added at the international office to assist with the overall program. He is Denny Scott, 43, former research director for the International Woodworkers of America. Before joining the IWA, Scott also served in the research departments of the AFL-CIO, the Machinists, and the Printing Pressmen's unions. A native of California, Scott is a graduate of the University of California at Los Angeles. With the Brotherhood he will work primarily on collective bargaining services and coordinated bargaining in the industry.

Fulltime industrial council and local union representatives and other representatives have been advised of a Canadian industrial conference March 20–22, 1986, in Toronto. The first meeting of the Canadian Forest Products Board will be held on March 18 and 19, prior to the main sessions and a conference for U.S. industrial representatives at French Lick, Ind., March 4–6. There will be a workshop of business representatives serving the forest products industry at the French Lick industrial leadership conference.



Strong Employee Beliefs Bring UBC Label to Arkansas Plant

On Dec. 20, 1985, employees of Hackney Brothers Body Co., Fayetteville, Ark., voted overwhelmingly to be represented by the United Brotherhood. The new UBC members are involved in the manufacture of truck bodies.

The Brotherhood has had a contract with the Hackney Brothers plant in Wilson, N.C., since 1941. The members at the Wilson plant, Local 3011, recently conducted a successful walk out. (See January 1986 *Carpenter.*)

In the face of an anti-union campaign conducted by the law firm of Gilker and Swan, Mountainburg, Ark., Hackney employees put together a strong in-plant organizing committee to express their belief in the UBC. Tony DeLorme, business manager for Local 3011, Wilson, came down to help with the organizing effort as well. UBC representatives Jim Tudor, George Woods, and Jay Phillips were also a part of the 42–16 victory.

Indiana-Kentucky Poll Compares Attitudes of Construction Users

At the forefront of the Brotherhood's labor management cooperation committees is the Indiana and Kentucky District Council's LMCC.

The Indiana and Kentucky Labor Management Committee is sponsoring a comprehensive research project designed to study the construction industry within the council's jurisdiction. The committee has contracted with the Indiana University Labor Studies Institute to conduct a mail survey and a series of interviews to find out more about how construction service users (owners), as customers, perceive labor and contractors. The institute recently revealed the final results of the first phase of the project.

"Because of their close proximity on a construction project, owners and administrators often select contractors based on their perceptions of labor," the report states.

Data was collected by the institute concerning building characteristics such as cost, project type, and problems during construction. Users themselves were profiled in terms of the type of contractor selected and satisfaction with contractor performance. Information was obtained for 216 construction projects in the region.

The study found that non-union contractors were used more often, but primarily on small projects as measured by dollar volume. Costs were mentioned as factors for non-union construction. Costs were not listed as a major factor among construction users who depended upon union contractors.

On non-union projects, several problems were reported regarding the building codes, fire codes, and zoning. "Users having small non-union projects appear to be more inexperienced in dealing with administrative regulations," according to the survey.

Skilled labor availability, mentioned by users as a particular strength of unionized construction, was said to be more important on large projects. Labor problems occurred in nearly equal proportions on both union and non-union projects, and quality of workmanship was the most frequently cited cause of labor problems in both instances.

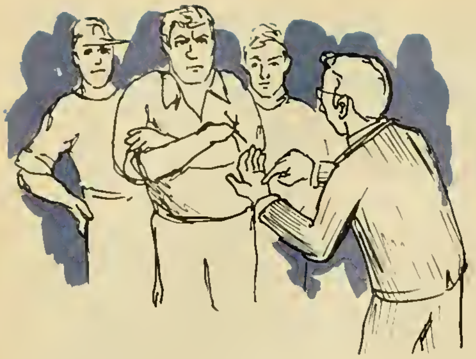
There were differences observed with respect to worker attitudes, with non-union construction perceived by users as having fewer problems in this regard.

It was also learned that those owners using only union contractors on their projects tended to blame management practices as the cause of problems to a greater extent than did those using only non-union contractors. It was not clear as to what might be the source of this attitude. This will be explored in more detail as the research survey continues.

There were statistical differences among users as to the level of satisfaction with contractor performance. Although overall satisfaction among respondents was high, those who used non-union contractors had the highest level. Non-union contractors were considered more able to work with users directly on a project. Several users suggested that big contractors often seemed disinterested in performing work on smaller projects.

The majority of responses indicated that users had no preference for either union or non-union contractors. Only 26% of those using union contractors prefer them over non-union contractors. The percentage of users who prefer to continue using only non-union contractors was far greater—62%.

Regarding the necessity for labor/management cooperation, researchers report, "As opposed to the recent wave of concession bargaining, both sides have a stake in the outcome of the process. If contractors fail to remain strong market competitors, job opportunities for union building trades people will continue to be lost. Both labor and management would be well-advised to address the concerns of their potential customers if the industry is to remain healthy."



Former Guard Tells How 'Security Firms' Provoke Picket Violence To Bust Strikes

While working for the Nuckols and Associates security firm for six years, George Johns specialized in provoking violence in order to help companies get injunctions against striking unions.

"Our purpose was to break strikes," Johns said recently. "We could guarantee any employer that we'd have an injunction for him within two weeks."

Johns described blowing up an electric transformer on one occasion, and setting $148,000 worth of lumber on fire another time. "Both these incidents were blamed on the unions in order for the companies to get injunctions," he said.

"We used video cameras, 35mm cameras, and tape recorders 24-hours-a-day. We wore riot gear with helmets, face guards, and jumpsuits and we carried nylon batons 36-inches long. Each guard also carried a gun, mace, handcuffs, and soft nylon gloves with lead in the knuckles."

Johns spoke recently at a joint United Auto Workers/United Mine Workers rally held in Kentucky in support of strikers at the A.T. Massey Company, and he described some of the other tactics used by the Nuckols firm:

"One of our guys would walk up to a picket in front of the plant—especially if the striker was wearing a wedding band—and say he had gone to bed with the guy's wife. When the striker got mad and took a swing at our guy, we'd get his picture and take it to a judge.

"Sometimes we'd use rubber bands and paper clips. They can puncture the skin and draw blood. When one would hit a striker, he'd come after our security officer and we'd take another picture.

"When a union and a company would be negotiating, something would often happen inside the plant. Or something would be destroyed. It would be blamed on the union and the company would break off the negotiations.

"In one strike, we knew there was a 'snitch' inside, telling the strikers everything that was going on. I followed one of the secretaries home one night and got a picture of her hugging one of the strikers. Soon after that, she was fired . . . but not for that, of course."

Nuckols and Associates was based in Cincinnati, Ohio, and had more than 400 employees working in 19 states until it filed for bankruptcy in 1983.

Labor-Management Pact in Detroit

The Detroit District Council of Carpenters recently reached an agreement with the Associated General Contractors of America, Detroit Chapter, and the Carpenters Contractor Association. This accord will provide that two cents per hour will go to a labor-management productivity and training program. A program committee was established to make a complete study of the surrounding area to determine what steps need to be taken to encourage more union work and better relations with the users.

Committee members, front row, from left, are Robert Wunderlich, Carpenter Contractors Association; Raymond Lepine, president, Carpenters District Council; Daniel Kelley, secretary-treasurer, Carpenters District Council; and Michael Haller, Associated General Contractors. Back row, from left, are Jack McMillan, Carpenters International; Jerry Jahnke, Carpenters International Task Force; and Forrest Henry, Associated General Contractors

Organizing 'Highest Priority' To Counterattack Union Busters

New approaches are essential to organize the unorganized and to counter the union-busting industry, AFL-CIO delegates declared at their recent convention in Anaheim, Calif.

Declaring that organizing is "a continuing obligation and challenge of the highest priority," a convention resolution called for:

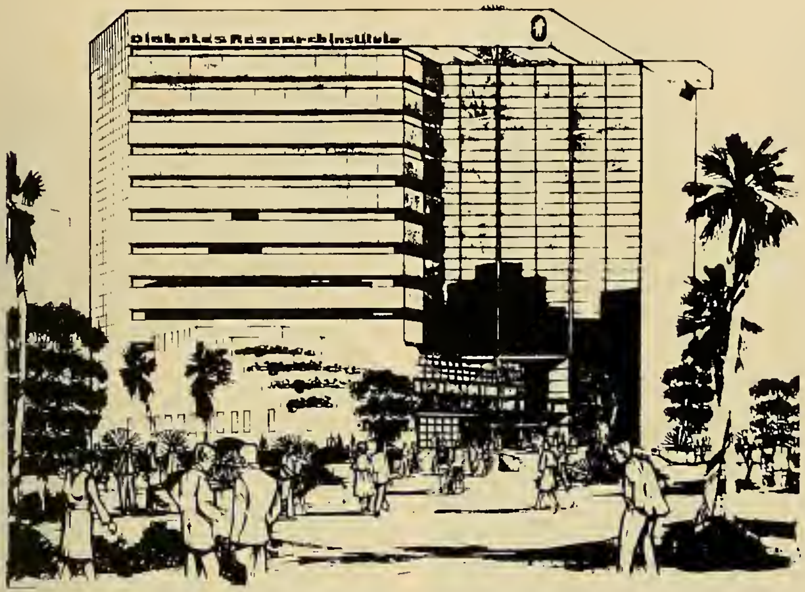
- Flexibility in approaching new groups of workers.
- Developing job issues and contract proposals responsive to employees "who may have values and needs different from those of currrent union members."
- Developing new research techniques and new strategies and tactics for organizing both small shops and major units.
- Developing comprehensive corporate campaigns to help affiliates deal with recalcitrant employers, particularly multinational corporations.
- Training staff members to deal with organizing problems in such special sectors as white-collar, clerical, and professional fields.
- Providing affiliates with information on union-busting consultants and studies of the impact of their methods.

The convention deplored the emergence of "high-priced consultants, lawyers, and others whose wares consist of cynical overt and covert strategies to coerce workers to turn against unions."

"The goon squad, the club, and the labor spy of the 1930s have been replaced by the modern union-busters' sophisticated and manipulative techniques," the resolution declared.

Such techniques, the resolution asserted, are equally "destructive of free worker choice on union representation."

Church Group, Golfers, Individual Members Contribute to Diabetes Research Institute



An architect's drawing showing the Diabetes Research Institute as it will eventually appear on the campus of the University of Miami.

The current drive by the United Brotherhood and other Building Trades unions to raise construction funds for the Diabetes Research Institute at Miami, Fla., is moving at a fast pace in 1986.

General President Patrick J. Campbell received a letter recently from Sister Joseph Mary, executive director of Saint Dominic's Home in New York State, along with a check for $387. Sister Joseph Mary wrote: "I noticed that you mentioned to your membership that if each gave $1.00 to the Diabetes Research Center, hundreds of thousands of dollars would be raised. While we can't come anywhere near that amount, St. Dominic's staff, also, would like to contribute $1.00 each to this important cause."

In another letter, Loretta Rash, wife of William E. Rash of Local 348, Queens Village, N.Y., and a victim of diabetes with serious vision problems, praised the efforts of UBC members to raise funds for the research center. Many individual UBC members have added contributions to those of their local unions.

In his travels about North America, President Campbell has often asked for a show of hands from his audiences, indicating those members and guests with diabetes in their families. The number has been large.

On February 13–16 the First Annual Labor of Love Golf Tournament will be held at the Doral Hotel and Country Club at Miami Beach, Fla., with funds going to the Diabetes Research Center, which will be erected on the campus of the University of Miami. President Campbell is one of eight union presidents sponsoring this event.

Recent donations to "Blueprint for Cure" include the following:

Raymond E. Brewer
James P. Brooks
Donald J. Brussel
Thomas G. Heinsz
Dale Henton
Glen M. Jackson
Ollie W. Langhorst
Erven Meyer
Terry Nelson
Robert H. Pape
James W. Rudolph
Francis X. Schnur Jr.
Vince Scidone
E. T. Staley
Wm. J. Steinkamp
Patrick J. Sweeney Jr.
Patrick J. Sweeney III
Leonard Terbrock
James A. Watson
Alexander and Ruth Yates

Local 155
Local 400
Local 668
Local 899
Local 1260
Local 1930
Local 2015
Local 2042
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Continued on Page 36

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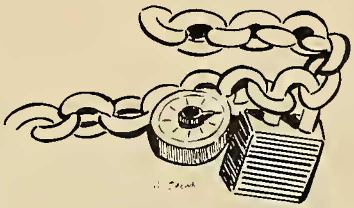
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Union Label and Service Trades Department, AFL-CIO 21

WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

CITY COUNCILMAN

SCOTT

When the citizens of Sioux City, Iowa, went to the polls last election day, they knew who they wanted on their city council. Bob Scott, a 34-year old member of Local 948, who decided to run only minutes before the filing deadline and quickly organized his campaign staff, was far ahead of the field of four candidates. Scott garnered 22.3% of the vote, making him one of the youngest council members in recent years.

A little known name only two weeks before the election, Scott had to make sure his campaign picked up speed quickly, and he did. He won his seat easily, even overtaking the favorite in the election as top vote-getter. A large part of his success is credited to his labor support.

MEANY AWARD

Donald R. Cook, a 29-year member of Local 5, St. Louis, Mo., has been singled out by the Boy Scouts of America to receive the George Meany Award. The award is presented to union members who have given outstanding service to youth through BSA.

Cook's involvement includes completing Wood Badge and Scoutmaster training, and earning the Grant District Recognition Award. He has been a Cub Den Leader and adult advisor, has served on the leadership training staff and the Eagle project review board, and is a member of the Order of the Arrow.

Robert O. Kortkamp, secretary-treasurer of the St. Louis Labor Council, left, and Robert J. Kelley, president, right, offer their congratulations to Cook on his George Meany Award.

INSPIRING VET

The thrill of victory comes not only from the win itself, but also from the satisfaction of accomplishing a goal. Winning can be a baseball player hitting a home run, a golfer sinking a hole-in-one, or a veteran whose loss of a limb becomes a source of inspiration and hope to others.

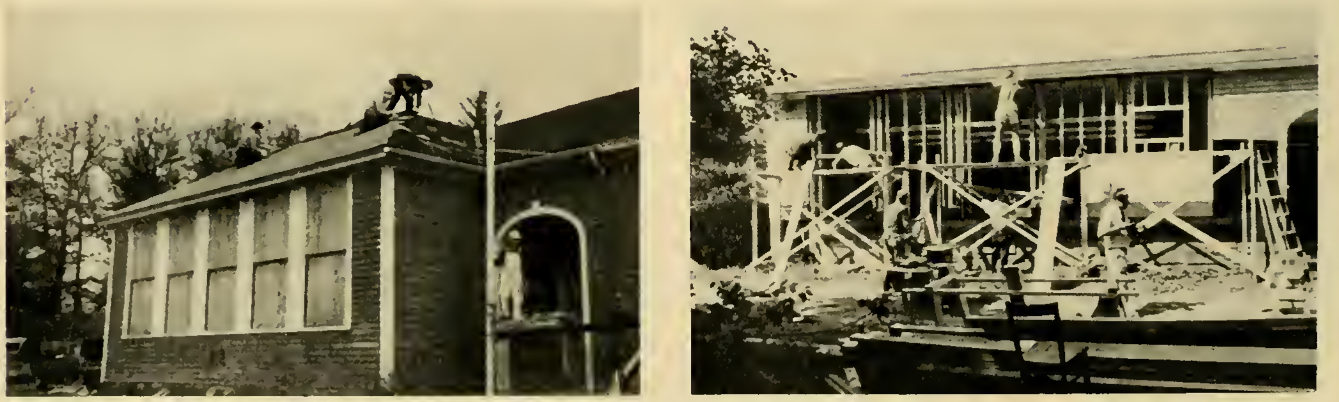
Bill McGuire, a millwright member of Local 102, Oakland, Calif., has enjoyed victories in baseball, in golf, and in life. He is a disabled American veteran who, as a Marine helicopter pilot in Viet Nam, lost a leg, and then came home to several years of hospitalization and 11 operations to save his remaining leg. Since then he has won his battles, mastering the use of his artificial limb, and helping other amputees with theirs.

After successes in high school and college as a baseball player, McGuire was drafted by the Cincinnati Red Legs, a Triple A Farm Club for the major league Reds. Upon his return from Viet Nam he realized that he could not expect to play major league ball, so the avid sportsman channeled his energies into his work and took up golf. McGuire quickly showed an aptitude for the game and has won several tournaments in California. For the past two years, Local 102 has had the privilege of hanging the "Jim Green Invitational Millwright Open Golf Tournament" plaque in the union hall thanks to McGuire's scores of 72 even par in 1984, and 74, two over, in 1985.

The 47-year old millwright has been a UBC member since 1964 and is currently working for a Bay Area construction company. He is often called on by the Veteran's Administration to come into hospitals and clinics to instruct and encourage other amputees in the proper use of an artificial limb.

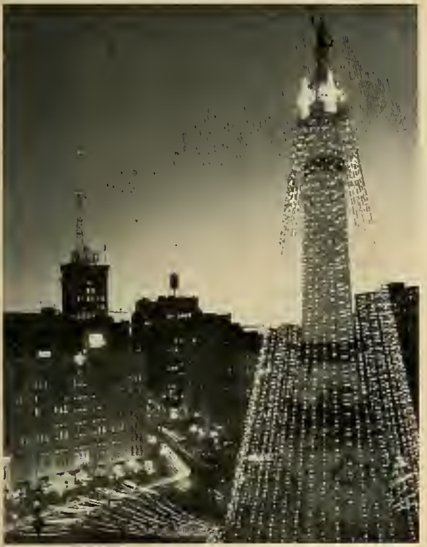
MASSACHUSETTS LOCALS RENOVATE SENIOR CENTER

Thanks to Carpenters Local 41 of Woburn, Mass., and Local 595 of Lynn, Mass., the Wilmington, Mass., Senior Citizens will be moving into a new senior center, a move which has been 10 years in the making. At the annual town meeting, the Seniors had a boarded-up school turned over to them for a multi-purpose senior center, but no funds to renovate the building. Through fund raising and grants from the State, the Seniors accumulated enough money for material, and then the Carpenters came to the rescue. Coordinated by Local 41's Roy Fowlie, 40 union men shingled the leaky roof, replaced old large windows with energy-saving small ones, and clapboarded the building. The Wilmington Senior Citizens had only thanks and praise for the "talented carpenters."



Members of Massachusetts Local 41 and Local 595 donate their time to work on the roof and replacing windows at the new senior center in Wilmington, Mass.

Largest Christmas Tree in U.S.



The "World's Largest Christmas Tree" is constructed every year in Indianapolis, Ind., by stringing lights on the Soldiers and Sailors Monument in Monument Circle. In addition, two festive holiday "houses" are constructed for Santa and other holiday activities, with all carpentry work done by UBC apprentices.

Indiana holiday carpenters include, front row, from left, Don Pearson, David Newman, Tim Swineford, Jeff Johns, and Bob Peters; and back row, from left, Instructor Don Tilley, Coordinator Joe Essex, Instructor Wendel Vandivier, Bill Smith, and Calvin Shrader.

Graduates and Contest Winner in Local 124

Local 124, Paterson, N.J., recently awarded certificates to graduating apprentices, including the first place winner of the New Jersey State Apprenticeship Contest, John Faulch. Pictured at top, seated, from left, are Michale Safonte, Mariano Gonzalez, President Peter Palatini, and Business Representative John Radits. Standing, from left, are Business Representative Jack Tobin, Retired Business Representative William Bommena, First Place Winner John Faulch, Peter Hollis, Jeff Kiraly, and Apprentice Committeeman Ed Bushmann. Pictured in the lower photo, from left, are President Palatini, Gonzalez, Safonte, Edward Hubschmitt, Patricia Harrington, and Business Representative Radits.

Apprentice Graduates of Local 31 Honored

The graduating apprentices of Local 31, Trenton, N.J., were presented with completion certificates recently by local officials. Pictured, left, is Local President James Capizzi presenting Dominick Cardarelli with the "Outstanding Apprentice of the Year Award." In the picture above, front row, from left, are new journeymen, Kevin Krause, Augustine Faille Jr., Roman Petruniak, John Robbins, Albert Decowski, Dominick Cardarelli and Steve Martin. Back row, from left, are Craig Bronish, apprentice committee secretary; Thomas Canto, Local 31 business agent; Robert Bogdan, apprentice committee chairman; President Capizzi; Sam Secretario, PETS coordinator; Charles DiFranco, PETS instructor; and Joseph Gigiotti, apprentice committee treasurer.

Wheel-Chair Ramps in Little Rock

In Little Rock, Ark., the officers and apprentices of Carpenters Local 690 are going a few steps further. Working with a United Way agency, the Visiting Nurse Association, local AFL-CIO Community Services liaison representative LeMarle Schuller, and local lumber companies, they help out home-bound wheel-chair patients by building access ramps for their residences.

The Visiting Nurses identify people in need of the ramps. The Community Services liaison arranges for the needed materials from lumber companies, and alerts Local 690. Apprentices construct the ramps, receiving training program credit for the hours spent on the installations.

Local 690 carpenters build the first ramp in Little Rock for Brandy Hargrove, a three-and-a-half-year-old victim of cerebral palsy. Several more ramps are being built as part of a plan to make this activity an ongoing labor/community service.

Evansville Grads

Recent graduates of the West Side Building Trades School, Evansville, Ind., pictured above are, from left, Keith Coomes, Richard Berry, and Randy Hilgeman.

Bay Counties Grads

The California Bay District Council honored some of its graduating apprentices at an Apprentice Day Picnic at Turtle Rock Ranch in Walnut Creek, Calif. Some of the women receiving their certificates pictured above are, from left, Vivian Miller, Local 483, San Francisco; Joyce Vanman, Local 22, San Francisco; Donna Levitt, Local 483; Geraldine Smith, Local 483; and Mary Lou Watson, Local 36, Oakland. Other women who completed the apprenticeship program are Sara Coe, Local 22; Carol Rose, Local 483; Leann Gustafson, Local 36; Melissa King, Local 22; Yvonne Dakioff, Local 2164, San Francisco; Roseseann Cabrera, Local 162, San Mateo; Jeannette Holliday, Local 668, Palo Alto; and Terry Ray, Local 848, San Bruno.

Illinois Picks Its '85 Champs

The Illinois State Council held its 18th Annual Carpentry Apprenticeship Contest last fall in cooperation with the Chicago and Northeast Illinois District Council.

The eight-hour manipulative test was held at the Arlington Park Race Track Exposition Hall during the annual Home and Energy Show. There was also a four-hour written test. Awards were presented to the winners at a banquet at the Willow Creek Hotel in Palatine.

Dick Ladzinski, state council secretary-treasurer, announced the following contest winners:

CARPENTRY—First Place, Joseph G. May, Local 54, Chicago; Second Place, Joseph B. Hutton, Local 378, Edwardsville; and Third Place, Michael J. Shoultz, Local 1188, Mount Carmel.

MILL-CABINET—First Place, Allen Musch, Local 792, Rockford; Second Place, Robert H. Buechler, Local 742, Decatur; and Third Place, Kenneth W. De Jong, Local 1027, Chicago.

MILLWRIGHT—First Place, Michael J. Perham, Local 1693, Chicago; Second Place, Ronald Berends, Local 2158, Moline; and Third Place, Gregory T. Demos, Local 1693, Chicago.

ILLINOIS
TATE COUNCIL
RPENTERS

Don Gorman, left, president of the Illinois State Council, congratulates the three top Illinois state winners: Joseph G. May, Local 54, Chicago, carpentry; Michael J. Perham, Local 1693, Chicago, millwright; and Allen Musch, Local 792, Rockford, mill-cabinet.

Florida Millwright and Machinery Graduates

Graduates from the Local 1000, Tampa, Fla., millwright apprenticeship program from the past four years were recently honored at an apprenticeship dinner given by the local. In attendance were Fourth District Board Member E. Jimmy Jones and Gulf Coast District Council Business Rep. J. Larry Jones, who presented certificates to the apprentices. Pictured, kneeling, from left, are Joseph H. Perez, Timmy L. Hurd, Dale P. Denis; standing, from left, are Larry H. Hart, James T. Harvey, Gary L. Norman, Business Manager Elmer W. Tracy, Donald E. Moore, and David V. Vargesko; third row, from left, are President Robert W. Young, Chairman Fal Johnson, Richard K. Ferrell, Business Rep. J. Larry Jones, Board Member E. Jimmy Jones, and Morris N. Bearry; fourth row, from left, are Daniel J. Vavra, Coordinator Gerald M. Smith II, Michael D. Bearry, and Kirk N. Chubbs.

Laser Village, Los Angeles, Simulates Real-Life Law and Order

Above, Laser Village shown in a training mode, with two Los Angeles County Sheriff's vehicles stationed for action.

Above and right, a "suspect" being apprehended in a simulated tactical situation at Laser Village by a member of the Los Angeles County Sheriff's Department.

Located at the Biscailuz Center, Los Angeles County Sheriff's Department, in East Los Angeles, Laser Village is a unique facility which has been used for training law enforcement officers from agencies throughout Southern California since it opened in October of 1983. Participants are equipped with modified revolvers and shotguns fitted with laser optics that fire harmless lasers effective up to 60 feet, and a vest which contains 70 laser sensors.

The Village complex has approximately 6,000 square feet of interior office space and contains scaled-down replicas of a bar, liquor store, bank, gun shop, escrow office, doctor's office, attorney's office, and single-family dwelling. Each replica is complete with exterior identification, lights, carpets, interior decor, and furniture.

It is used as a training area to improve accuracy in shooting under pressure by simulating real-life situations. This specialized training is beneficial in correcting the false sense of firearms proficiency some law enforcement officers have. The scenarios require officers to quickly distinguish between victims or bystanders and suspects, as well as to think about cover, shooting techniques, and hitting a moving target.

Laser Village was made possible by industrialist Kenneth Norris of the founding family of Norris Industries. Norris, a member of the Los Angeles County Sheriff's Department Reserve Forces, donated funds to the County of Los Angeles for the construction of the complex and the purchase of the necessary equipment.

The buildings which make up Laser Village were created by the joint effort of Los Angeles County District Council of Carpenters, Carpenters Joint Apprenticeship and Training Committee Fund for Southern California, Carpenters Local 1506, Los Angeles, Calif., and the Los Angeles County Carpenters Joint Apprenticeship Committee. All furnishings were donated by local businesses and the exterior lighting was provided and installed by the Southern California Edison Company.

Laser Village is an example of government and the private sector working together to benefit the public. With the assistance of concerned community leaders and the donation of construction labor administered by the Los Angeles County Carpenters JATC and the District Council of Carpenters, this modern training facility was provided at no cost to the taxpayers.

NORRIS FOUNDATION

Extending 'Right-to-Know' to Construction

When OSHA published its "Hazard Communication" Standard in November 1983, it extended the right to know about chemicals on the job only to workers in manufacturing. They argued that since they had the highest exposures, they were the most important group to cover. OSHA's regulation was, in large part, an effort to head off the numerous state regulations that were being passed to give workers these rights. The industry challenged the state laws after the OSHA regulation came out, claiming the state laws should now be pre-empted by the Federal Standard. The court rulings last year declared the state laws pre-empted, but only in the industries covered by the OSHA standard, e.g. manufacturing. Almost all of the state laws covered all employees, including those in construction, hospitals, etc.

Arguing that workers in these other industries also had significant exposures to toxic chemicals and should have the right to know what chemicals they are working with, the unions challenged the federal rule in court, and last May, won their case. The Third Circuit Court ruled that OSHA must consider extending its Hazard Communication Standard to all other industries.

So, in response to the court's decision and the growing number of state laws that were not pre-empted in these industries, on Nov. 27, 1985, OSHA published an Advance Notice of Proposed Rulemaking, requesting information on how and if its regulation should be extended to cover other industries. OSHA also requested comments on the coverage of toxic substances such as wood dust where the original regulation was unclear, an issue raised by the UBC Safety Department.

Comments in response to the OSHA notice are due Feb. 27, 1986.

At the same time, in response to another part of the Third Circuit Court's ruling, OSHA significantly tightened up the trade secret provisions in the regulations, making it harder for companies to withhold the chemical identity of a toxic substance from workers by claiming it is a trade secret.

A trade secret is determined by six criteria: (1) how widely it is known outside the business; (2) how widely it is known by employees and others in the business; (3) how much the secret is guarded; (4) how much value it would have to a competitor; (5) how much money or effort was spent in developing it; and (6) the ease or difficulty with which it could be discovered, e.g. by chemical analysis. Even those chemicals whose identity is a trade secret by this definition, must be disclosed to health professionals if there is a need to know it, and they sign a confidentiality agreement. This new definition of trade secret was effective immediately. The Standard goes into effect for the manufacturing industries on May 25, 1986.

OSHA Formaldehyde Rules

More than four years after the UBC joined 13 other unions in asking OSHA to tighten the regulations for formaldehyde, and after extensive lawsuits filed by the UAW, OSHA, under court order, finally issued a new proposed regulation for formaldehyde on Dec. 10, 1985. The proposal will lower the eight-hour time-weighted average exposure from 3 parts per million down to either 1.5 or 1 ppm and set an action level of either 0.75 or 0.5 ppm which would trigger numerous requirements. The proposal would also eliminate the existing limit on short-term exposures (currently 5 ppm for up to 30 minutes a day with no exposures over 10 ppm).

Also proposed are requirements for: monitoring of employee exposures; medical surveillance for exposed workers; training and education on the hazards of exposure to formaldehyde and how to minimize exposure; selection and maintenance of personal protective equipment (e.g. respirators); methods to control exposures; emergency procedures; regulated areas; and recordkeeping.

OSHA actually published two proposals. The first (the one preferred by the Office of Management and Budget) would merely change the exposure level and include none of the additional requirements such as exposure monitoring. The second would both change the exposure level and include all the additional provisions. The reason for the dual proposals is that despite evidence from animal studies that formaldehyde causes cancer, OMB prefers to treat formaldehyde as an irritant until there are enough dead bodies linked to formaldehyde-induced cancer to prove it is a human carcinogen. This is in direct contradiction to OSHA's Cancer Policy under which formaldehyde would be classified as a probable human carcinogen. The OSHA proposals were strongly criticized by union safety experts for not declaring formaldehyde a human carcinogen, and for not setting a new, lower short-term exposure limit.

The comments on the proposal are due by March 10, and hearings will be held in Washington, D.C., beginning April 22.

UBC members have significant exposures to formaldehyde in glues for particleboard and plywood, glues for carpet and floor-laying, lamination of wall board, use of urea-formaldehyde foam insulation, and in sawing and machining formaldehyde-based wood products such as particleboard in cabinet shops or on the worksite.

DRIVING SAFELY IN BAD WEATHER BROCHURE

Bad weather may put a crimp in your style, but chances are you'll still get in the car and go wherever you had planned. To help remove the tension from automotive journeys in inclement weather, the National Safety Council has developed a 20-page booklet, "Driving Safely: Whatever the Weather."

While recommending you do not drive in extremely adverse conditions, the Council brochure offers information needed to help any driver during such weather emergencies as fog, heat, hurricanes, earthquake, and blizzards.

Interested parties can receive a free single copy of the pamphlet by sending a self-addressed business-sized (#10) envelope, affixed with 39¢ in postage, along with your request, to Dept. PR, National Safety Council, 444 North Michigan Avenue, Chicago, IL 60611. This promotional offer expires June 1, 1986.

New Benzene Rule Proposed

On Dec. 10, 1985, OSHA issued a new proposal to regulate benzene exposure in the workplace. The proposal would lower the allowable exposure limit for benzene from 10 parts per million to 1 ppm over an eight-hour time-weighted average. It also deleted the 25 ppm ceiling and 50 ppm 10-minute peak concentrations currently in the standards. The proposal includes numerous other provisions for exposure monitoring, employee training, methods of control, medical examinations, etc. The AFL-CIO and several other unions expressed strong objections to the lack of a short-term exposure limit in the proposal.

OSHA tried lowering the TWA for benzene from 10 ppm to 1 back in 1978, but it was challenged by the petroleum industry, and struck down by the Fifth Circuit Court and, in 1980, by the Supreme Court. The courts claimed that OSHA had not demonstrated that a significant risk existed from exposure, and that the new rule would substantially reduce that risk of disease.

Benzene is a solvent that is a common product in petroleum refining in a process called catalytic reformation. It was used as a solvent in the rubber industry, for artificial leather goods, and in the printing industry. It is a by-product in the use of toluene to make explosives. Many common solvents, such as toluene, are contaminated with benzene.

Benzene has been known to cause toxic effects since 1897 and hundreds of cases of aplastic anemia and leukemia (a cancer of the blood) have been linked to benzene exposure. UBC members working in oil refinery maintenance are considered to have high exposures. Many other members may be exposed to small amounts as a contaminant in other solvents.

Comments on the proposal are due February 14. Hearings will be held in Washington, D.C., on March 11, New Orleans on March 25, Los Angeles on April 2, and in Chicago on April 8.

Building Trades Concrete Comments

The AFL-CIO Building and Construction Trades Department, on behalf of the UBC and its 14 other affiliates, filed comments with OSHA in December on their proposed concrete standard (See November issue of the *Carpenter*). The BCTD recommended that:

- A structural engineer be required for supervision, consultation, and planning throughout the project.
- Loads be prohibited on partially-cured concrete without on-site approval of the structural engineer or architect.
- Protection of all rebar whenever anyone is working above it in addition to fall protection requirements.
- Workers climbing reinforcing steel be protected with safety belts or equivalent protection.
- Reinforcing steel be supported laterally to resist overturning forces (such as wind) and to prevent collapse.
- Lateral support be defined to require guying or the equivalent protection.
- Employees not be permitted to ride concrete buckets.
- No one be allowed under suspended buckets.
- Bull float handles be insulated to protect against accidental contact with electrical wires.
- Concrete buggies be required to have knuckle guards.
- Formwork and slip-form systems be designed by the structural engineer.
- The rate of lift of a vertical slip-form be determined by a structural engineer.
- Baseplates, shoreheads, extension devices, and adjustment screws be in firm contact and secured to the foundation and form.
- Single post shoring be prohibited for more than one tier.
- Forms not be removed until the concrete has been tested by the engineer, preferably using in-place testing.—Table Q-1 specifying minimum times should be eliminated as inadequate.
- Written procedures should exist for testing, and the results should be made available to all employees.
- Reshoring systems be designed by the structural engineer and erected under their supervision during form removal; they should support all foreseeable loads imposed on them.
- Lifting inserts for precast concrete tilt-up panels have a minimum safety factor of 2, embedded inserts—a factor of 4, and lifting hardware—a factor of 5.
- Signs and barriers are necessary safety features during pre-stressing and post-tensioning of concrete (OSHA proposed eliminating this requirement to save $4.76 million).

The BCTD also strongly objected to OSHA's use of cost-benefit analysis in setting the standard and placing a value on a worker's life ($3.5 million).

Copies of the BCTD comments are available from the UBC Department of Occupational Safety and Health.

Craft disputes settlement plan called success

A new plan to resolve jurisdictional disputes among building trades unions on construction jobs has worked well in its first 19 months of operation, said Dale Witcraft, the plan's administrator.

The Plan for the Settlement of Jurisdictional Disputes is an agreement by 15 building and construction trades unions and six employer groups to settle jurisdictional problems quickly, through arbitration if necessary.

Witcraft pointed out that none of the participating contractors has reported a jurisdictional strike since the program was launched. He said only five disputes reached the national level for arbitration during the plan's operation, in sharp contrast to previous years when 25 disputes a week might go unresolved.

Signatories to the plan include the AFL-CIO Building and Construction Trades Department on behalf of its affiliates, the National Constructors Association, National Electrical Contractors Association, Mechanical Contractors Association, National Erectors Association, Sheet Metal and Air Conditioning Contractors Association, and the National Association of Plumbing-Heating-Cooling Contractors.

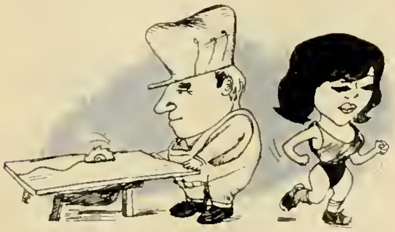
Drug abuse strategy looks to rehabilitation

Drug abuse costs the nation nearly $47 billion in lost wages and outlays for medical care and the punishment of drug traffickers, the AFL-CIO said recently, as it supported a national strategy to deal with the problem.

The program endorsed by the convention includes prevention, enforcement, international cooperation, medical detoxification and treatment, and research.

In a related resolution, the AFL-CIO called for labor-management cooperation "to reduce the incidence of alcohol and drug use in the workplace" by improving working conditions, reducing the strain that leads to dependency, and rehabilitating addicted workers.

It also urged Congress to investigate the escalating use of employee screening tests "to insure workers' rights and dignity," and to enact legislation if it finds that these rights are being abused.



PLANE GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

CAN'T AFFORD IT

They were at the movies, and during an intense love scene she nudged her husband and said: "Why is it that you never make love to me like that?"

"Listen," he snapped, "do you know how much they have to pay that fellow for doing it in the movies?"

BOYCOTT L-P PRODUCTS

NO PLACE LIKE HOME?

A lady was entertaining her friend's small son. "Are you sure you can cut your meat?" she asked, after watching his struggles.

"Oh yes," he replied, without looking up from his plate. "We often have it as tough as this at home."

—"Nancy's Nonsense"

BE AN ACTIVE MEMBER'

GOLDEN YEARS

When you have too much room in the house but too little in the medicine cabinet, you're old, son, you're old.

Money can't buy popularity, but it puts you in a wonderful bargaining position.

—*Terzick Times*

QUIET CONSERVATION

A speaker was lecturing on forest preserves. "I don't suppose," said he, "that there's a person in the house who has done a single thing to conserve our timber resources."

Silence ruled for several seconds, and then a meek voice from the rear of the hall timidly retorted: "I once shot a woodpecker."

ATTEND LOCAL MEETINGS

DAYLIGHT AND DARK

Pat was visiting his friend Mike at work. Mike had just started working as an attendant at a large mental hospital.

Pat said to Mike, "Nobody wears uniforms around here. How can you tell the patients from the staff?"

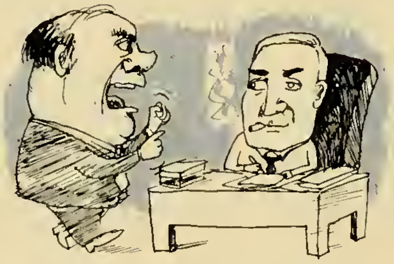
"That's easy," Mike replied. "The staff gets to go home at night."

—*Debra Rollinson*
Local 1930,
Camarillo, Ca.

BUY UNION * SAVE JOBS

PEACE OF MIND

The best tranquilizer is a clear conscience.



COULD BE WORSE

A politician burst angrily into the newspaper editor's office.

"You've got your nerve!" he roared. "What's the idea in printing lies about me in your paper?"

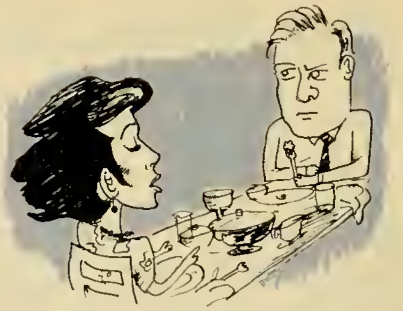
"Humph!" grunted the editor, unperturbed. "You should complain! What would you do if we printed the truth about you?"

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

THIS MONTH's LIMERICK

I'm busy as a mad hatter
and eating is just one more matter,
When I'm running late
I put ice on my plate.
and my teeth start right in to chatter.

—James MacDonald
Dayton, Ohio



MONEYLESS EXPERT

After dinner, the economist was explaining to his wife just why the bank rate stood at its present level, why recessions occurred, and how they could be cured.

"It seems wonderful," his wife piped up during the first break in the monologue, "that anyone could know as much as you do about money—and have so little of it!"

SUPPORT 'TURNAROUND'

WHICH WAY'S UP?

The deep sea diver had scarcely reached the bottom when a message came from the surface that left him in a dilemma.

"Come up quick," he was told, "the ship is sinking!"

—*Rubber Neck*
Cumberland, Md.,
URW Local 26

ADOPT A LUMBER COMPANY

POLLING THE JURY

Lawyer: "Are you acquainted with any of the men on the jury?"

Witness: "Yes, sir, more than half of them."

Lawyer: "Are you willing to swear that you know more than half of them?"

Witness: "As far as that goes, I'm willing to swear I know more than all of them put together."

USE UNION SERVICES

UNQUESTIONABLY!

The husband and wife were arguing. The husband said: ". . . and another thing: every time I ask you a question you don't answer. You just ask me another question!" And the wife replied: "Do I really do that?"

IMPORTS HURTS * BUY UNION

MORE TRUTH THAN FICTION

By the time a man finds those greener pastures, he can't climb the fence.

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Chicago Heights Retirees' First Year

Retirees Club 40, Chicago Heights, Ill., started last year out with an installation-of-officers ceremony conducted by William Cook, executive vice president of the Chicago and Northeast Illinois District Council of Carpenters. When the Carpenters Illinois State Council asked for volunteers to help set up displays and booths for the state apprenticeship contest, 14 club members traveled to Arlington Park to assist. The club rounded out the year with an autumn picnic that was well-attended and a luncheon and play in Chicago during the December holidays. President Robert Sweeten reports that the club is looking forward to a busy 1986.

Chicago District Council Vice President Bill Cook presents Retirees Club No. 40 charter and list of charter members to Club President Robert Sweeten and Club Vice President Evelyn Ross.

CLUB REMINDER

The January 1986 UBC *Retirees Club Reporter* went out last month to the 52 retiree clubs now in operation. Officers are urged to expedite the return of the directory and membership cards enclosed with the newsletter.

General Secretary John S. Rogers encouraged the continuation of community projects and stressed the importance of maintaining contact with legislators on issues that affect the retired and elderly.

For information on organizing a retirees club in your area, write General Secretary John S. Rogers, UBCJA, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Al Pellegrino, left, with a film crew from Sunset magazine, including film director, Jeff Simon (with hat) during shooting of a marketing film about the gardening skills at the Pellegrino residence.

A Gardening Star Is Born

Growing up and growing vegetables in New York, Al Pellegrino couldn't have guessed his vegetables would one day put him in the limelight. But that's just where his veritable Garden of Eden on what was once a sandlot has put him—star of *Sunset* Magazine and a *Sunset* documentary on Pellegrino's ability to make the desert bloom at his home in Palm Desert, Calif.

Pellegrino, a member of Local 493, Mount Vernon, N.Y., since 1935, and his wife Georgia moved to California upon retirement, bringing a few cuttings and some seeds to start fresh. Before long, the couple had a bounty of crops producing much more than they could possibly eat. An area paper chronicled the Pellegrinos gardening achievements, and the Pellegrinos forwarded the article to the editors of *Sunset Magazine*. When the editors read the Pellegrinos' story, they came out to investigate for themselves. Amazed at artichokes growing in the desert and fascinated with Pellegrino's Italian flat parsley, the Sunset staffers took a number of photos. The result was the appearance of Pellegrino and his parsley in the October *Sunset* Magazine. Then a film documentary crew arrived to film him for an annual Sunset marketing film shown to about 15,000 marketing and advertising people nationwide on how readers use Sunset publications.

Georgia, who with her husband puts in eight-hour days in the garden, insists its not all good soil, water, sun, and luck. "You've got to treat everything you plant with individual love and care." She gives the plants names, talks to them, and keeps a diary of each day's activities.

The Pellegrinos garden includes Italian finger peppers, cocuzzi squash, asparagus, shallots, fennel, oregano, basil, three varieties of seedless grapes, escarole, and corn. "Our watermelons were too big to lift," says Pellegrino.

And as if his gardening success wasn't enough, Pellegrino keeps active as an advisory board member for the Palm Springs Savings Bank and marshals three golf tournaments—the Bob Hope Classic, The Vintage, and the Dinah Shore.

Retirees Participate in Scranton Clambake

Members of Retiree Club 16 assembled at the annual clambake of Local 261, Scranton, Pa., the club's sponsoring local. Pictured above, kneeling, from left, are Geno Chiavacci, Metro Maziuk, James Vaughan, Tony Jankola, and Harry Wiesel. Standing, from left, are Matt Jankola, Manuel Cetta, Matt Rossi, Dave Kellam, Francis Donovan, James Bartell, Bill Shutkufski, and Club President Pat Armen.

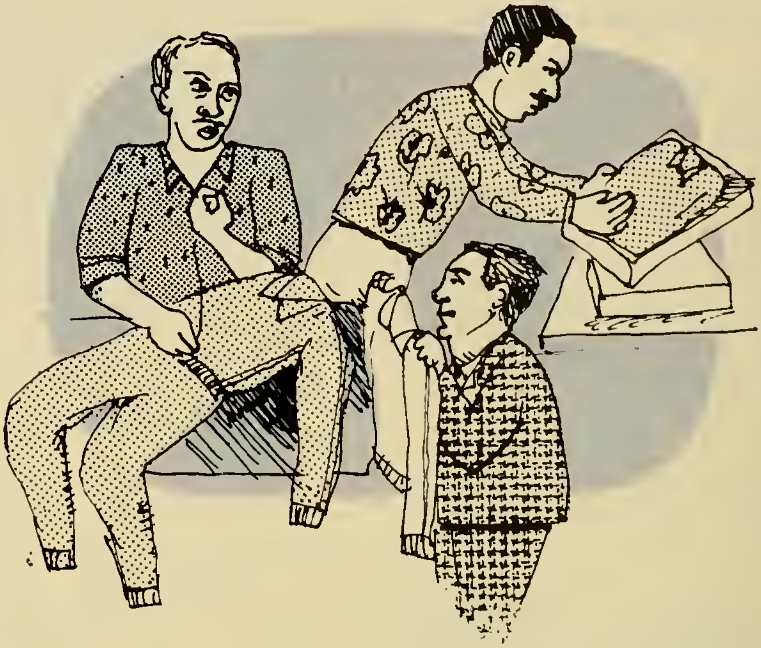
CONSUMER CLIPBOARD

This article won a first award in its class in the International Labor Communications Association's 1985 journalistic awards contest. It was written by Janice Habuda for the Ladies' Garment Workers' "Justice" newspaper. It is excerpted here with permission from "Justice."

20,000 jobs lost to import fraud:

U.S. Aims To Stop Counterfeit Apparel and Textile Imports

By JANICE HABUDA



Unscrupulous importers trying to beat the government's crackdown on apparel and textile customs fraud are finding their schemes literally are falling apart at the seams.

Take two plots recently unraveled by the United States Customs Service in New York:

- **A shipment of one-piece jumpsuits (garments that are subject to few import regulations) turned out to be sweatshirts and sweatpants (imports that are tightly controlled) sewn together at the waist.**
- **Another shipment contained brightly colored garments invoiced as men's swimwear. The garments' flimsy tear-away linings, however, were intended to disguise women's shorts—garments subject to strict regulations.**

Those are but two schemes used by sly importers to avoid quotas and duties. It's a battle of wits daily between them and Customs officials; a battle that has received substantial publicity ever since Customs began "Operation Tripwire," a task force created to step up the enforcement of import regulations.

Working out of Kennedy International Airport and the ports of New York and New Jersey, the 15-member task force has seized about $5.5 million worth of apparel since the operation began.

If a case of fraud is uncovered, it is the importers who are prosecuted, even though the garments or documents were altered overseas. Most cases are settled in civil court with the importer losing his goods. If criminal intent is found, the case is sent to criminal court. In a 1983 case, three New Jersey men were sentenced to jail terms after they were found guilty of importing and selling more than 100,000 pairs of counterfeit designer jeans, worth $5 million.

Customs' battle against import fraud is not limited to U.S. shores. There is a handful of agents stationed overseas who try to nip the problem in the bud.

Agents visit sites where plants are supposed to be located, verify what is produced and check if the facilities are capable of producing the volume of garments that importers claim.

Those investigations produce some surprises, according to National Import Specialist Eileen F. Crowley. While investigating a case of suspected transhipment (where a country, having filled its quota, ships its goods through an unregulated country and lists the other country as the garments' origin), an agent was supplied with the name and address of a factory and instructed to determine whether the facility was capable of producing a certain item.

What the agent found at the given address was a bar and hourly hotel, Crowley said.

As an import specialist, Crowley identifies import fraud schemes like the non-existent factory and altered garments. She works closely with apparel designers, manufacturers, and importers, and has expert knowledge of quotas, trading practices, and international supply and demand.

By drawing on her extensive knowledge and experience, Crowley is able to target potential problems months before shipments reach the U.S. She knows what quotas are filled, what importers should be watched. And she is encountering increasingly sophisticated import fraud schemes.

A scheme that cannot be detected by the naked eye involves misidentifying the fiber content of a garment. A suspect sweater was labeled as containing 55% linen and 45% cotton. That combination is not subject to visa or quota regulations, Crowley said.

Laboratory analysis revealed the sweater actually was 74% cotton and 26% linen, a blend that is subject to both kinds of restrictions.

In another case, a shipment of baggy white pants was invoiced as men's wear, yet the sales tags stated the pants were styled "for the young Jr. Miss."

Dealing with counterfeit apparel is simplified for Customs by trademark registration. Once a manufacturer registers its trademark with the Secretary of the Treasury, Customs' job is to make sure incoming apparel bearing the mark is genuine.

When counterfeiting is suspected, the trademark owner is called in to examine the apparel for special identifying characteristics: fabric weight, thread patterns, etc. Most fakes "really jump out

Continued on Page 38

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

Toledo, Ohio—Picture No. 1

Toledo, Ohio—Picture No. 2

ROCK ISLAND, ILL. AND DAVENPORT, IOWA

The members of Locals 4 and 166 got together recently to award Brotherhood pins to members with longstanding service to the UBC. There were nearly 400 in attendance, with the mayors of both cities represented.

75-year member Gust Faust of Local 166 was honored as the member with the longest service. His pin was presented to him at another time. **69-year member** Raymond Rohwedder of Local 4 was the oldest member in attendance.

Also honored were: **45-year members** Donald Covemaker, Glenn Hallin, Charles Hawk, Oscar Hilker, Frank Knapp, Peter Johnson, Fred Bergeson and Clifford Bourdeau; **40-year members** Harold Deters, Seolin Haarstad, Willard L. Heisley, Carroll Lynn, Robert L. Nelson, William H. Pahl, Clarence Aupperle and Ernest Berntsen; **35-year members** Robert Roselle, Harold Ellison, Floyd Whitbeck, Ben Rowe, Otto Hess, Bill Buennig, Al Rogowski, Jim Dobyns Sr.; and **30-year members** Albert M. Carlson, Harold Sears, Edward Klehn, Ted Kononous, and Hazen Perkins.

Toledo, Ohio—Picture No. 3

Toledo, Ohio—Picture No. 4

TOLEDO, OHIO

Some members of Local 248 were honored recently by the presentation of service pins at a meeting.

Picture No. 1 shows, from left: 40-year member Ervin Goetz, and 35-year member Lawrence Pike.

Picture No. 2 shows, from left: 40-year member William Wisnieski, and 35-year member Homer Shunk.

Picture No. 3 shows 35-year members, from left: Charles Harbauer and Don Young.

Picture No. 4 shows 30-year members, from left: Frank Whalen, Stanley Bucksky, and Gilbert Luce.

BROOKLYN, N.Y.

Unkenholz

In 1935 Albert F. Unkenholz joined UBC Local 2305. Today, 50 years later, he's still a proud member of the Brotherhood in what is now Local 902.

Jacksonville, Fla.—Picture No. 1

JACKSONVILLE, FLA.

At their annual picnic the millwrights of Local 2411 honored those members who had 20 years or more service to the UBC.

Picture No. 1 shows 35-year members, from left: W.E. French, Harry Manges, W. H. Troupe, and Jasper Duncan.

Picture No. 2 shows 30-year member Addicon C. Lanier.

Picture No. 3 shows 25-year members, from left: R.L. Cole, and Bobby O. Moore.

Picture No. 4 shows 20-year members, from left: Irving S. Boggs, and Larry Manges.

Picture No. 2

Jacksonville, Fla.—Picture No. 3

Jacksonville, Fla.—Picture No. 4

SANDUSKY, OHIO

Local 90 members recently gathered on Recognition Night to present pins to those with 20 or more years of service in the UBC.

Picture No. 1

Picture No. 1 shows 55-year member Fred Wobser Sr.

Picture No. 2 shows 45-year members, from left: Roy Humberger and Vincent Kaufman.

Picture No. 3 shows 40-year members, front row, from left: Elton Winck, Ralph Myers, Max Schallenberg, Albert Lippus, Gerald Eberly, James Crosser, and Russell Welshenbach.

Back row, from left: Edward Robinson, Cecil Bibb, and Harold Lichtle.

Picture No. 4 shows 35-year members, front row, from left: B. M. Garton, Walter Bauer, James Porter, Kenneth Bailey, and Harvey Yontz.

Back row, from left: George Lichtle, Richard Binting, Clarence Popke, Max Jarrett, Raymond Reidy, and Fred Wobser Jr.

Picture No. 5 shows some of the following 30-year members: Robert Hastings, Raymond Schell, Forest Peters, Eugene Schwerer, Allan Febbo, Leo Cullen, Charles Lichtle, Joe Jarrett, Ralph May, Norbert McLaughlin, George Becraft, and Frank Campbell.

Picture No. 6 shows 25-year members, from left: Calir Havice, Richard Crawford, and Raymond Gross.

Picture No. 7 shows some of the following 20-year members: President and Business Manager Al Simms, who presented all the pins, Allan Meyers, Leo Glovinsky, Richard Keller, Tennis Miller, Paul Absher, Mark Cole, Richard Bilton, Thomas Schofield, Kenneth Failor, John Dingus, James Douglas, James Harris, and John Shenberger.

Picture No. 8 shows father and son, Fred Wobser Jr. and Sr., who together have 90 years of service to the Brotherhood.

Also honored, but not pictured were: **55-year member** Edward Voegle; **45-year member** Vincent Kaufman; **40-year member** Harley Brown; **35-year member** Frank Burdue; **30-year member** Stanley Bennett; and **20-year member** Thomas Bond Sr.

Sandusky, Ohio—Picture No. 2

Sandusky, Ohio—Picture No. 3

Sandusky, Ohio—Picture No. 4

Sandusky, Ohio—Picture No. 5

BERTHOUD, COLO.

At the annual membership family picnic, Local 510 presented service pins to members with longstanding service.

Pictured are 20 to 45 year members: Charles Van Abbema, Wes Abels, Ben Bay, Clois Gilleland, Joe Gomez, Paul Elkins, Don Moyer, Doug Krebs, Joseph Jackson, Guy Knebel, Henry Leininger, and Doyle Bolenbaugh.

Sandusky, Ohio—Picture No. 6

Sandusky, Ohio, Picture No. 8

Berthoud, Colo.

Sandusky, Ohio, Picture No. 7

Norwalk, Conn.—No. 1

Norwalk, Conn.—No. 2

NORWALK, CONN.

Local 210 members recently received service pins for 30 to 68 years of service.

Picture No. 1 shows 30-year members, from left: Tom DeGrippo, Dan Klumac, Aldo Bottino, Eddie Neilson, Donald Rich, and Per Thompson.

Picture No. 2 shows 35-year members, from left: Lou Imbrogno, John Castronovo, Joe Pastore, Joe Cioffi, Mike Fiorito, George Newton, Charles Perna, Frank Vallario, Adam Petrowski, Vin Vodola, and John Brown.

Picture No. 3 shows 40-year members, from left: Arvid Backlund, Danny Thomas, and Patrick Petrizzi.

Picture No. 4 shows 59-year member John Delia, left, 45-year member Patrick Petrizzi, center, and 51-year member Joe Bove, right, with Business Agent Lou Imbrogno.

Picture No. 5 shows 68-year member Carl Swanson, left, 30-year member Park Swanson, center, and 60-year member Joe Pankowski.

Norwalk, Conn.—No. 3

Norwalk, Conn.—No. 4

Norwalk, Conn.—No. 5

FREMONT, OHIO

The brothers of Local 2239 recently gathered to pay tribute to members with many years of service to the UBC.

Picture No. 1 shows 50-year member Andrew Hoffman receiving his pin.

Picture No. 2 shows President Richard Wolf presenting a 45-year pin to Lincoln Wolfe.

Picture No. 3 shows 45-year member Jacob Goodman receiving his pin.

Picture No. 4 shows 40-year members, front row, from left: John Durbin, and John Paul Goetz.

Back row, from left, Kenneth Sale, Harold Hawk, William Ohl, and Kenneth Hopkins.

Picture No. 5 shows 35-year members, from left: Leonard May, Robert Carr, and Frank Walters.

Picture No. 6 shows 30-year members, front row, from left: Ralph Branum, Russel Dahms, Clyde Rozelle, and Leon Adams.

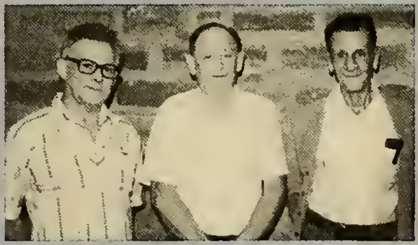
Back row, from left: Harry Colvin, Harold Beckley, Robert Zink, Jack Stiger, and Joseph Cooper.

Also honored but not pictured were: **45-year member** Clifford Jay; **40-year members** Ralph Engle, Willard Garn, Wilfred Jackson, Thomas Russett, and Charles Straub; **35-year members** William Burd, Carl Clymer, Sidney Crandall, Merle Friedt, Marion Riedel, Elwood Shively, and Andy Zekany; **30-year members** Donald Cline, Marvin Davis, Orville Dawson, Louis Snyder, and James Wonderly; **25-year members** Maurice Boling, Robert Bortel, Paul DeTray, Paul Dubbert, Eldon Gloer, William Hitching, Carl Hopkins, Carl Uhinch, and Victor Wurm; and **25-year members** Billy Joe Dobbs, Anthony Douglas, Sam Feasel, Herbert Gonya, Norman Harman, George Hoffman, Robert Johnson, Frank Kwiatkowski, Gary Neason, Michael Otermat, Marion Peters, Richard Rose, Joe Sloma, James Vollmar, Eugene Walters, and Robert Woessner.

Fremont—No. 1

Fremont—No. 3

Fremont, Ohio—No. 2



Fremont, Ohio—No. 5

Fremont, Ohio—No. 4

Fremont, Ohio—No. 6

San Francisco, Calif.—Picture No. 1

San Francisco, Calif.—Picture No. 3

San. Francisco, Calif.—
Picture No. 2

SAN FRANCISCO, CALIF.

Members numbering one over 1000 were recently honored by Local 22 for 25 years or more of continuous membership. A festive dinner dance was held for the enjoyment of all.

Picture No. 1 shows a few younger members of the Murphy Irish Dancers that performed for attendants.

Picture No. 2 shows UBC members and guests gathered for the event.

Picture No. 3 shows Financial Secretary and Business Rep. Jim O'Sullivan, left, Orchestra Leader Sal Carson, center, and Treasurer and Business Rep. Jim McPartlan entertaining the members with a rendition of "My Wild Irish Rose."

Recipients of **25 to 29-year pins** are as follows: Bennie F. Adams, Thaine H. Allison, Gian F. Andreazzi, Leif Aspoy, Ceasar Azevedo, Donald Baffico, Raymond Bailey, Joseph Balague, Dennis Beldon, Henry W. Block, B. Bonau, Thomas A. Bottomley, John F. Bouchard, Ivan Boutrup, Chet R. Bower, Dennis E. Brahney, Thor Bratene, Raymond Bratt, George Bukowski, Rudi Burkowski, Bernard Burnfield, Gaspar Busalacchi, J. A. Camilli, Thomas J. Casey, James Clancy, James L. Clark, Charles Conefrey, Desmond Connor, Senan Conway, Denis J. Crowe, George S. Davis, Werner Dehnbostel, Charles R. Devereaux Jr., Daniel F. Doherty, John Dooley, John F. Duffy, Horst Eifler, Thomas V. Farrelly, Charles Felix, Nunzio Ferrara, Bernard J. Fitzpatrick, Coleman Flaherty, William Franke, Gabriel Friel, John Garcia, Robert L. Gardiner, Johannes Geiken, Alfred L. Giannini, Richard Glassel, John J. Glynn, Patrick J. Glynn, Haruki Goto, Kenneth Grant, Michael Greene, Adolph Gressel, George A. Griffith, Al D. Gross, Gary J. Gualco, John C. Guillory, Eamonn Guinnane, Claus Haase, Patrick Hagan, Sven Hallquist, Philip V. Hally, Charles C. C. Han, Robert E. Hanke, John Healy, Thomas M. Heffernan, Ole Heltby, Harold Hickenbottom, Gerald V. Hunt, Melvin Huse, Lars T. Huser, Edgar A. Ibarra, Roberto B. Ibarra, Vaughn Janssen, Bobby R. Jones, Edward D. Kiernan, Patrick H. Kinahan, Alex Kish, Frank Knez, Gerhard Konopka, Anton Kowaczek, John H. Kroll, Louis La Beaud, Paul La Fargue, Jack E. Lagoria, Haakon Leiro, Johannes Leiro, Edward P. Lendewig, Gary W. Lewis, Stanley Lewis, William J. Maples, Mervyn Mason, Charles McDonald, Leo A. McDonald, Phillip McGee Jr., Patrick B. McGorrin, Sean McGovern, Patrick McGuirk, Elwood McIntyre, Donald F. McLean, James F. McPartlan, David Michael, Isaiah L. Milam Jr., Joe C. Mills, Patrick J. Molloy, Julius Montalvan, Michael Mooney, Juan Morales, Frederick Moses, Joseph Mucha, Emanuel Mula, Patrick J. Mulhern, Arno Muller, John Murphy, Richard A. Nelson, Wolfgang Neubauer, Horst G. Neumann, Carl Noll, Patrick O'Shea, Cornelius O'Sullivan, Daniel O'Sullivan, Henry J. Oberg, Leif O. Odegard, Siegfried Pallman, Vilho Partio, Frederico Perez, Walter O. Peterson, John Pickard, Urban Pope, Matthew Quane, Richard Quill, Erwin M. Rathner, Patrick Roarty, Hilaire Robert, William J. Rodgers, Eskil Ronn, Thomas J. Rosemont, John H. Russell, Henri Ruzette, Patrick J. Ryan, Tedford V. Sands, Dennis W. Saunders, Hugh Savage, Robert J. Savage, Guss S. Sheals, George J. Smith, Norman O. Smith, Richard L. Sobrato, Joseph Sparrowhawk, Frank Spes, Matthew Stanford, David J. Sten, Michael R. Sullivan, Rocco Svero, Carmelo Timpano, P. E. Tockmakidis, Albert J. Trent, Wesley Trojacek, John Var, Bruno Venne, Joseph Walsh, William J. Warto, Robert White, Joseph K. Whiteside, B. W. Wilson, George H. Winsted, Jimmie Young Jr., and Frank J. Zavosky.

Recipients of **30 to 34 year pins** are as follows: Martin Adelson, G. E. Adkinson, Lawrence Aguilar, Otto Albright, Willie A. Anderson, Benjamin Ashby, Harry Bach, George W. Bailey, James T. Bain, John H. Bain, Delbert L. Baker, Gerhard Bergman, Oscar Beyer, Harold J. Bishop, John P. Borg, Lennart E. Bostrom, Martin Brennan, James Bruno, Chris Burmer, James P. Busby, George L. Callaghan, Charles Caron, Pasquale Cassano, Albert B. Celio, James E. Chase, Henry Chipley, Otto Christensen, Bernard L. Christian, Edward J. Clark, Curtis Collins, Con Corkery, Patrick Cremin, Robert D. Cross, Wesley Dahl, Nils Danielson, John Donald Dawson, Angelo De Mario, Leo R. Domars, Andrew Driscoll, Ivor Dunning, Sven Feldin, Howard R. Fleckner, Thomas Fleming, Sidney W. Foote, James Forslund, Carrol B. Franks, Jerry Franzo, James Gallagher, Dwight Garrison, A. Gianni, John W. Gibbons, Massie Gillenwater, Francisco Gomez, Thomas Grogan, Silvio Guinasso, Fjalar Gullmes, Thomas Guttormsen, Conn Hagan, Patrick Hanley, George H. Hartig, Andrew A. Heavey, John M. Henner, Nick W. Hess, Daniel Hughes, Raymond Husher, Samuel Jacobs, David E. Johanson, Oscar F. Johnson, Moritz Jonasson, Gerhard Junginger, Robert H. Kamp, Edward B. Kelly, Don Kenison, Peter Kentera, George Kiddo, Corwin H. Kirkpatrick, Jim Kudroff, Russell Lanning, Ronald Lewis, William MacAnanny, Burton K. Madsen, Giovanni Magoncelli, John P. Maloney, Kenneth W. Mangelsdorf, Herbert Martin, James P. McCarron, John McConnell, John McKeon, James R. Mosley, Denis J. Mulligan, James Murphy, John H. Newmarker, David J. Nichols, Denis O'Donnell, Jerome P. O'Grady, John P. O'Reilly, Manuel Ortiz, P. I. Osterlund, George Paris, Francis P. Parnow Jr., Ronald Parsons, Henry Paterson, Alfred F. Pechar, Robert Perruquet, Thomas Prendiville, George Price, James O. Puckett Sr., Ysabel Rangel, Louis Ravano, Fred Rodenberg Jr., Michael Rohan, Shoji Sakurai, Joseph Salazar, Ernest Schallebaum, Robert W. Scontrino, Salve Scorsonelli, Vito Serafini, Bernard Shanley, Frank Simpson, Charles Smoot, Alton G. Sneler, Walter Sonnberger, Harry Soogian, Jack P. Sparks, Garold D. Stowell, Patrick H. Stratford, Herbert A. Swanson, Lionel Swindler, Ralph E. Taylor, Paul R. Trudell Jr., Damaso Vazquez, Odmund Vik, Dan G. Vitali, Daniel Peter Walsh, Charles Ware, Jack Watts, Philip Weiner, Sam Weiner Jr., Philip Wespechar, James O. Wilkerson, Eugene Williams, Albert Wyrsch, and George Zukas.

Recipients of **35 to 39 year pins** are as follows: Alfred Adams, William R. Adamson, Joseph Addiego, Ralph Alberigi, Kenneth Albright, Ray Allison, Felipe Alvarado, Martin Alvey, Manuel Araujo, Earl Arnold, Kenneth Arntz, Frank J. Aselio, Mario Baffico, Michael Bakisian, Angelo Baldelli, Rudolph Baldonado, Harold Bartlett, William R. Beam, U. L. Beck, Bert Beckman, Mario Beltrano, Anselm Benjamin, Julien H. Bernier, Kenneth E. Berringer, Silvio J. Bessone, Clifford G. Bloom, Anton Boehle, Matvai V. Bogdanov, James A. Bolles, Carlo Bomben, Lloyd R. Bond, Richard C. Booth, William Borgen, Alex J. Borovkoff, Piero Boscacci, W. F. Boyd, Alvin W. Brady, Arthur J. Branstrom, John Brosnan Sr., Timothy Brosnan, Carlton Lee Brown, Clarence E. Brown, Eugene Brown, Peter Bruno, Bernal S. Burrows, Duane Busenbark, Harry C. Bussman, Joseph Byrne, Peter Byrne, Piero A. Cacianti, Robert Cain, Alfred W. Cairns, Eli L. Calmels, Robert L. Cameron, Joseph W. Canedo, John Caranlik, Nils Carlson, Frank L. Carr, Angelo D. Carrozzi, Willmar Carter, Michael F. Caruso, Paul R. Casha, Frank Castelan, James V. Cavalier, Nevin J. Cavero, Vincent Ceccarelli, Ignacio J. Cervarich, Harry Chinazzo, Charles A. Cirac, Axel Clausen, Frank J. Coen, Robert F. Cole, Joseph Coleman, David G. Conforti, Silvestre J. Corona, Ottorino Costantini, Lawrence P. Costello, Richard Cotter, Donald R. Cowger, Luther Crawford, Donald Curran, Armand D'Amico, Jack D'Asaro, William Earl Dale Jr., Carl Dallas, Clayton Dauphinee, Roland B. Davis, Willie I. Davis, John Dawson Jr., Edward M. DeBono, Herman Deurloo, Robert W. Dias, Philip Diaz, Angelo J. Dichiera, Richard H. Dietrich, John Dorham, Jerome Dowdy, Joseph P. Driscoll, Albert C. Dukes, Ervin Dunaway, R. F. Duncan Sr., Charles S. Dunleavy, Daniel Dushkevich, John A. Eaves, Esbern Enevold, Robert E.

Ensor, Cloys R. Epps, Ottavio Ercolini Jr., Alfred D. Espino, George J. Etzel, Derald R. Fagley, Howard Falk, Howard Feeney, Floyd M. Fiser, Bernard Fitzpatrick, Frank E. Fitzpatrick, Joseph Flannery, Raphael Flores, James C. Ford, Clyde W. Forsman, Robert E. Fournier, Bernard S. Fox, William J. Frizzell, Floyd Funderberg, Henry Funk, Earnest Galassi, William Galos, John Galvan, Virgil Gardner Sr., F. P. Gebhard, Jimmie Gee, Adelard Genest, Robert E. George, Louis Geranio, Jack M. Godsey, Robert F. Green, Sylvester Griffin, James M. Grigg, Reinhard Grossman, Robert A. Grover, Erwin Gutsch, Alvin Hall, Coleman Halloran, Fred A. Hannak, William F. Hauser, H. G. Hawley, Coleman Hendon, Gustave Hennig Jr., Bernabe Hernandez, Joseph C. Hernandez, Gerald D. Hickman, Lloyd Hill, Anthony Holman, Fred S. Horst, George W. Husak, William J. Irwin, Stanley M. Jabin, Jose Jiminez, Glen Johnson, Robert E. Johnson, Russell P. Johnson, David C. Johnston, Marion Johnston, Donald Junkin, Elmo F. Kale, William Karl, Roderick M. Kern Jr., Ernest Killgore, Harvey Klavinger, Samuel Knox, Birger Knutsen, Andrew Koval Jr., Ivan Kuchan, Leroy H. Kuhn, Frank Kurpinsky, Louis Lagomarsino, William Harvey Laird, Charles Lamb, Marino Lari, Wilburn B. Larson, Roger Lawhorn, Joseph Le Compte, Ernest E. Lehman, Herbert Letin, Philip Letourneau, Emile W. Lewis, Harry Lis, Joseph Loughran, Henry Van Love, Gerald A. Luppens, Remo E. Luzzi, Peter Maffia, Paul Mannoni, Michael John Marconi, Harry Martin, Modesto W. Martinez, Leo L. Martini, George J. Martisus, Donald E. Mason, Silvio V. Massoletti, Harry W. Matlock, Carlos R. Mattson, Howard W. Mattson, Alfred L. Maurice, David C. McDermott, James McDonagh, William F. McDonagh, Eugene McDonough, John V. McDonough, Patrick J. McGee, Albert B. McKay, Leslie McKay, John T. McTernan, Eugene Medina, Nevin Carl Meier, Robert Menzies Jr., Paul Mericle, James Miller, Kenneth Miller, Walter E. Miller, Edward A. Moeller, Arnulfo Moreno, Fernando Moreno, Dale Morioka, Walt Morrow, Thomas J. Mueller Jr., Dan W. Mullins, Christopher Murphy, John Henry Murphy, David L. Nagel, Robert W. Nebel, Ventura Neira, Edward F. Nelson, Ralph Nelson, Robert L. Nelson, Edwin R. Ness, Sylvester F. Neumann, David Nicholas, Robert E. Noe, Edward E. O'Brien, Arnold B. Olson, Francis J. Olson, Ralph Ortiz, Joel E. Ostegaard, Earl C. Paden, Joseph Pagliettini, Bruno Paolinelli, Alex Pappas, Jesse Paramore, Dante P. Paris, John G. Pastorino, Arthur D. Paymiller, Edward S. Payne, Charles J. Peart, C. H. Pemberton, Raymond Petrucci, Everett Pierce, Aristide Polini, Arthur Pomerenke, Spencer Prange, Carroll K. Price, Livio A. Puccetti, Eugene R. Purtell, Robert H. Quinn, Jacob Quiring, George R. Radoff, John Ragona, A. Ray, Maurice Reid, Robert H. Reid, Foster Reynolds, Paul Richards, Bill Richardson, Carl Rigler, Francisco Rios, Roy R. Roberts, Tom L. Robinson, David E. Roche, James C. Roofener, Armand Rudolph, Raymond Rushing, Ivan E. Ryan, Norman Salsbery, Sterling O. Samples, Phinas L. Saterlee, Joseph Savin, Joseph Scarabosio, Raymond C. Schelegle, Robert Schenk, Theodore Schmidt, Irwin Schultz, George Schuster, Leonard Scott, George Scrico, John Shanley, Edward T. Sherry, Pete W. Siliznoff, Albert Silvestri, Benjamin C. Smart, Jack R. Smith, Samuel P. Smith, Livio Socal, John Sonne, James Sorensen, Jack D. Spear, Eric E. St. Denis, Joseph Staffy, Melvin Sten, Bryant Sterling, Raymond P. Stupi, Otto L. Suter, Edward W. Suvanto, Charles Swaiko, Harold David Taylor, William Teuber, Willy Carl Thoms, Paul S. Thorsteinson, Gordon Thyren, Henry Tigri, Robert E. Tipton, George Todesco, Reginald Tousey, Enrique C. Trujillo, Melvin W. Turri, John R. Van Koll, Edward J. Vella, Vernon Vuolas, Michael Walsh, John F. Warda, Leroy Watson, Ewing Watt, George E. Westfall, Harold Whiting, Denzil S. Willis, Albert S. Wilson, Lowell A. Wright, Richard F. Wright, Joseph M. Yoho, Fred Ziakoff, and Thomas L. Zuber.

Recipients of **40 to 44 year pins** are as follows: H. E. Arant, Louis Balazs Jr., George Balletto, Antone M. Bandarra, George Baumgarten, Joseph M. Behm, Paul Belchar, Francis Bernie, Floyd Bible, Stanley Block, Secondo Boito, Carl Bording, Milton Bose, Louis C. Boyes, Louis Cagel, Robert J. Campbell, Roy Cardellini, Roland R. Carey, G. R. Cherry, John Chickosky, Robert Cloney, William R. Coldewe, Alex L. Craig, Andrew Daiss, Walter Davalos, Ira S. Davis, Walter E. Davis, Anthony Dichiera, Hugh W. Dozier, Robert F. Dunne, Dave N. Elam, Carl Eschler, Egisto Fanti, Peter L. Felix, Victor Fellows, Vincent Foley, Paul Gambino, Primo Gestra, J. Harris Giddings, Stephen Gifford, Ray S. Gonsales, Leopoldo Gozzi, Barney H. Green, Vernon Greenwood, Leslie Grill, James D. Guiney, Stanley Gwartney, William Haecherl, Alden Hall, Albert E. Hambelton, Gordon Hendrickson, Fred C. Hernandez, William B. Hinkle, Harris Hoecker, Harold E. Howell, William A. Hyers, Edward R. Iorio, Joseph C. Jesus, Eugene Jobe, Earl Johnson, Edgar G. Johnson, Theodore Johnson, Eric Karell, Patrick Kelly, Peter Kephart, William Kirner, William Komo, Lester La Mar, George E. Labo, W. T. Lahti, Leonard Lahtinen, Alfred R. Le Mar, Frank Ludwig, Carl Lund, Ernest Maffei, John F. Martin, C. O. McCamish, Lewis J. McDermott, Jack C. McElroy, James O. McGaughy, J. W. McKinney, Charles J. Mignosa, Albert Moerman, Thomas P. Mullen, William Murphy, George Narlock, S. J. Nason, William B. Neff, Harold M. Nelson, Iver H. Nelson, Odell E. Nelson, Walter W. Nelson, S. A. Nemeth, Verner R. Nielsen, James O'Sullivan, Donald F. Odgers, Fred Oeverndiek, Carl O. Olson, Caesar Orsi, Carl W. Owen, Bennett F. Pace, Ed V. Parenti, Steve Pavlich, Bruce A. Pendleton, William E. Peterson, D. O. Phillips, James J. Picaso, John J. Pittavino, Frank Portman, Mario Puccetti, Herbert C. Quantz, Roy Raynor, Timothy Reen, William Rice, Everett Rogers, R. T. Rogers, Julio Romero, Henry Ruggeri, Clark Saxton, John Scaduto, Herbert Schenk, Milton Schupbach, Charles Shields, Leroy A. Smith, Joseph S. Sousa, Ralph G. Stein, Robert E. Strawther, Milton Sykes, Harold Taber, Salvatore Tassone, Louis M. Thomas, Claude Thompson, Aldo Tigri, Stephen Tom, David G. Tyler, A. B. Varner, Eugene P. Vollstedt, August G. Walker, Delbert A. Wallace, Dale C. Warman, William R. Watkins, Kenneth A. Willford, Jewell D. Williams, Woodrow Wilson, Edgar A. Wooden, Jack Wruble, C. D. Wrye, H. G. Zabriskie, and Kurt Ziemer.

Recipients of **45 to 49 year pins** are as follows: Winfred Allison, Robert Anderson, Albert Arata, John Arnott, Leon H. Ayle, Frank Baber, L. F. Baker, Leo Barrett, Joseph Baumann, Leslie E. Begin, Lello J. Bernardini, Emil Bettega, Michael Biagini, Manuel Biedma, John H. Blaedel, Milton Booth, William H. Brewer, George Callagy, Norman Cambra, J. H. Caruso, Edwin E. Cary, Frank Castellano, B. W. Cebula, Amos Cendali Jr., J. J. Christensen, Douglas Christian, Frank Clark, Bob Coffey, Alvin Cole, Edgar G. Davis, Everett E. Davis, Quinto De Antoni, A. De Young, C. H. Dresselhaus, E. H. Duncan, Eugene Egger, Lloyd Eiserman, R. B. Feying, Charles E. Fletcher Sr., Robert Fletcher, Charles Foliotti, James A. Gallaway, Victor Gavron, George Giacomino, R. S. Gowan, William Graziano, Berger Gustafson, Earl T. Gustafson, C. H. Hartman, Dan Harvey, L. C. Hatlen, James Heath, James F. Heffernan, A. G. Heglin, Richard Higuera, Ben Hoecker, John Hoem, Floyd O. Hughes, Louis J. Hunt, Lloyd Hunter, Waler Isaeff, Robert Jensen, Harry Kanewske, Franklin B. Kegg, Harry Kelman, Lee Klahn, Albin Larson, H. M. Lazzarini, Hulder Lee, Herbert G. Lindberg, Clifford Lindquist, Robert Lindquist, J. A. Lingeman, W. J. Loscutoff, William M. Loswick, Donald Mac Lean, Ed Mandt, Thomas Manton, Al Martin, Ernest Massoletti, Ben M. Melcher, R. Miailovich, Walter Michael, Harold (H. C.) Miller, Renaldo Montegari, Leo Moretton, Harry J. Mullin, Allan A. Murdock, William Murdock, Roland Musante, Andrew Neenan, Howard Nelson, Rosario F. Occhipinti, Leo Olbrych, W. E. Pallas, Fred Pendleton, Joseph Peter, Augustino Pieretti, M. Robert Pioli, Elton Poitz, Giacomo Raccanello, W. Remmy, John Reynolds, Francis Richards, George T. Robinson, Jim Rockwell, Robert Rosemont, P. W. Rosenbaum, John Rossi, John M. Rudometkin, William H. Salih, L. J. Schnapp, Fred Schneider, Jack Schultz, Simon P. Sellman, Henry Semeit, William H. Short, Claude Shuey, Ralph E. Sisson, Dean Smith, Robert Cole Smith, P. D. Snedaker, Chris Sollid, Alfred Staff, A. Steinauer, Aaron T. Strickland, Tony Sukle, R. H. Sundquist, Gunnar Svenningsen, Joe Tringale, Bernhard Tullinen, W. L. Vallans, Joseph Varrone, Carl W. Vedell, John Vollen, Louis Volpe, Carl Waldheim, Albert F. Walker, Floyd Warnock, Charlie Washam, Robert V. Waylett, John Wenstrom, Harry Wiedenkofer, Reinhold Wiese, and Joseph Zielen.

Recipients of **50 to 54 year pins** are as follows: Ethan Allen, Frank E. Berg, Frank R. Carlson, Joseph F. Ciatti, Albert Cochelle, Pete Costanzo, J. J. Creegan, Samuel Dahlberg, Charles R. Devereaux, Huge A. Fodge, Walter Ghielmetti, John Giordano, Axel Hallberg, Jesse Howard, Ralph (Rolf) Jensen, Frank Kammerer, Melvin Kenney, Dave Lewis, Antonio Midile, I. B. Ramstead, George W. Rohrs, N. Rudometkin, J. E. Shervington, Clarence P. Smith, R. C. Smith, Edwin Soderlund, J. J. Sullivan, Martin E. Walker, and Cecil Westman.

Recipients of **55 to 59 year pins** are George Arras, Rollo Brown, Alfred Hamberg, and Morris Stein; C. A. Clancy, Mario Ponte, and Audie Vick received **60 to 64-year pins;** and Walter Zecker received a **70 to 74-year pin.**

Blueprint Contributors

Continued from Page 21

Samuel C. Gavitt
Robin Gerber
Adeline R. Grimme
Luther B. Hundley
Ted L. Knudson
Fred Moeller
Anthony Ochocki
Raymond O'Kane
Richard Otte
Harold Shoemaker
Gene Slater
Clair A. Springman
Roger Stephenson

Missoula White Pine Sash Company
Welfare and Humanity Fund
J. Vitolo Construction, Inc.

Local 67
Local 122
Local 627
Local 715
Local 993
Local 1509
Local 2024
Local 2212

Guy D. Adams
Dale Adkins
Glen Birchfield
Grace Brandon
John F. Burns
Ronald I. Cameron
Russell Cantu
David A. Copp
Joseph Cusimano Jr.
Marc J. Furman
Marvin J. Habbinga
George L. Henegar
Elmer E. Henning
Ted C. Higley
Joel Jansson
H. Paul Johnson
Russell R. Kimble
Sigurd Lucassen
Patrick D. McGinnis
Dale H. Messer
Peter Nagy
Martin P. O'Boyle
Roy W. Parent
Lee Peterson
Ronald D. Smoot
Earle A. Soderman
Robert A. Sundberg
Elery J. Thielen
James A. Winters

Saint Dominic's Home
Shapell Industries, Inc.

Local 24
Local 66
Local 345-L
Local 388
Local 514
Local 624
Local 1014
Local 1752

Jacksonville District Council

Young Families

Continued from Page 7

"Younger workers have been particularly hard-hit by the economic conditions of the past decade," said JEC chairman David R. Obey (D-Wis.) in commenting on the report.

"Young families are having to make many hard choices," Obey continued. As noted in the study, the congressman said baby boomers are "deferring marriage, they are relying on two wage earners, they are postponing having children, they are having fewer children, and they are buying smaller houses."

"They spend 14% less on furniture than an equivalent family in 1973, 30% less on clothes, 15% less on personal care, and 38% less on charitable contributions. Their savings rate dropped by 75%. In 1983 there were almost 1 million more young families than there had been in 1973 who had no savings at all. Young families in 1983 also had considerably more debt," Obey noted.

"We clearly have a serious problem in terms of making it possible for a substantial portion of one generation of Americans to share in a standard of living that most Americans once took for granted," he continued.

The JEC chairman concluded, "We must achieve higher rates of growth and that means increasing the productivity and competitiveness of our economy. That is a hard and complex job with no single easy solution. But it is past time that we got started."

Treasure Houses

Continued from Page 9

paintings, the original Chippendale furniture, and the incredible silks and tapestries painstakingly woven centuries ago and accoustomed to a damp British environment. The entire exhibit area, 35,000 square feet, had to be humidified and the proper temperature maintained for the duration of the showing. Miles of ductwork were installed before completing the rooms. Of course, in keeping with the exacting gallery standards, ducts, vents, and tubing were to be unobtrusive. You don't often find humidifiers in 15th century British castles.

Brotherhood members rose to meet this challenge as they meet all the assignments they are faced with at the gallery. They enjoy their work and all its demands. Tom Piddington, Local 1665, Alexandria, Va., remarked that working there is an ideal job. In addition to the opportunity to be a part of exhibits like *Treasure Houses*, *King Tut*, and *The Splendors of Dresden*, the carpenters really get a chance to stretch their training and knowledge. Each exhibit brings with it new challenges and new, almost impossible tasks. For *Treasure Houses*, UBC members found themselves faced with a variety of challenges from carefully gluing the velvet covering onto the display case shelves so that not a seam showed to installing elaborate cornices and moldings with perfectly matched and mitered corners to throwing handfuls of sand on the floor until it had just the right feel of a Tudor-era castle. They never knew what use their talents would be put to next but the gallery always knew what they'd deliver—quality.

Treasure Houses Exhibit Brings Awards to 11 Brotherhood Carpenters

In addition to being one of the most fabulous exhibitions of British art ever assembled, and setting record attendance figures at the National Gallery of Art in Washington, D.C., *The Treasure Houses of Britain* has garnered craftsmanship awards for 11 UBC members whose skill and innovative techniques brought the exhibit to life.

The awards are given by the Washington Building Congress each year, and the recipients will be honored at a dinner later this month. All of the winners are employed by Corning Construction Corp., Beltsville, Md., which has been a UBC contractor for 48 years.

The craftsmen who are to receive the awards are: Dick Yates, Local 132, Washington, D.C.; Tom Piddington, Local 1655, Alexandria, Va.; Robert Jones, Local 1590, Washington, D.C.; Jerry Moore, Local 132; Randy Payne, Local 132; Lester DuMont, Local 1590; George Callaway, Local 1145, Washington, D.C.; Frank Brookley, Local 142, Pittsburgh, Pa.; Ray Nicholson, Local 528, Washington, D.C.; Danny Studds, Local 1665; and Richard DeMarr, Local 132.

The only individual award winner, Yates was chosen for his attention to detail in creating the corner fireplace pictured on page eight. He was also a part of the team that received an award for the doomed ceiling of the sculpture rotunda featured on our cover. The dome was a challenge for Yates and other team members Nicholson, Studds, and DeMarr since it was framed out of wood and then formed by two layers of ¼" drywall. Piddington, Jones, and Moore were honored for their detail and molding in the Dutch Cabinet room. Payne, DuMont, Callaway, and Brookley received their award for the arched ceiling of the Waterloo Gallery pictured on page nine.

Each of these jobs required attention to detail and a special application of the carpentry skills.

IN MEMORIAM

The following list of 359 deceased members and spouses represents a total of $631,385.21 death claims paid in November 1985; (s) following name in listing indicates spouse of members

Local Union, City

1 **Chicago, IL**—Bernard Battistelli, Bruno De Maertelaere.
3 **Wheeling West, VA**—Robert L. Warren.
5 **St. Louis, MO**—Geraldine Lois Pauselius (s).
7 **Minneapolis, MN**—Norman Crosby, Peter R. Prusak, Wayne Stein.
8 **Philadelphia, PA**—Douglas G. Furness, Sigurd G. Haug.
11 **Cleveland, OH**—Rose Haic (s).
13 **Chicago, IL**—Egbert Buurma, James A. Knoll, Michael F. Jaworski.
14 **San Antonio, TX**—Walter B. Read, William A. Mitchell.
17 **Bronx, NY**—Harry Passkow.
22 **San Francisco, CA**—Charles T. Caron.
24 **Central, CN**—John Sapienza, Nellie Castiglione (s), Paul Breitkreuz, Rene Ouellette.
27 **Toronto Ont, CAN**—Douglas Trory.
34 **Oakland, CA**—John A. Olesky.
35 **San Rafael, CA**—Fay W. Scovill (s), George Washington, Margaret C. Stapp (s).
40 **Boston, MA**—John J. Sullivan.
42 **San Francisco, CA**—William M. Emond.
47 **St. Louis, MO**—Everett H. Whitworth.
48 **Fitchburg, MA**—Jeremiah Gardner, Veiko Jokela, Walfred Maki.
51 **Boston, MA**—Thomas J. McKee.
54 **Chicago, IL**—William F. Grein, Jr.
55 **Denver, CO**—Ronald G. McGillivray.
58 **Chicago, IL**—Alrik Carlson, Earl Milgrom, Erik Bark, Henry Lubs, Henry Meise, Hubert Jacobs, Lawrence Anderson, Lester Wickstrom, Ludwig Wieland, Vernon A. Larson.
60 **Indianapolis, IN**—Roscoe R. Swafford.
61 **Kansas City, MO**—Geraldine S. Puhr (s), Raymond L. Lamb, Robert M. Livingston.
62 **Chicago, IL**—Dollie M. Radis (s).
66 **Olean, NY**—Earl W. Southard.
69 **Canton, OH**—Albert Juszli.
80 **Chicago, IL**—Josephine Larson (s), Lorraine O. Kapel (s).
88 **Anaconda, MT**—Sara Kirkeby (s).
90 **Evansville, IN**—Arnold C. Hesson.
98 **Spokane, WA**—Kenneth Smith.
101 **Baltimore, MD**—John H. Skuhr, John J. Faherty, Rudolph Zinn.
102 **Oakland, CA**—Patricia Jane Corn (s).
104 **Dayton, OH**—Bruce Gilley, Sondra M. Green (s).
105 **Cleveland, OH**—Marija Sankovic (s).
106 **Des Moines, IA**—Orville L. Olson.
114 **East Detroit, MI**—Bernardo Pulsinelli, Renee Elfriede Maki (s).
124 **Passaic, NJ**—Jisseltje Kuyper (s), William Modla.
131 **Seattle, WA**—Frans Nelson, Herbert B. Bitz, Lawrence C. Shannon, Olaf Arthur Berg, Roy Laughren, Thomas P. Cranson.
132 **Washington, DC**—Elza, Earl McDavid.
135 **New York, NY**—Gustave Kjellberg, Leo Rosen.
142 **Pittsburgh, PA**—Richard R. Maffei, Rodney L. Lee.
161 **Kenosha, WI**—Fern B. Smith (s).
169 **East St. Louis, IL**—Joan Francine Howell (s).
181 **Chicago, IL**—William V. Teta.
183 **Peoria, IL**—Grant C. Wanack, Herbert E. Brown, Nelson C. Lenaway.
184 **Salt Lake City, UT**—Doyle Smith, Janis E. Jirgensons.
195 **Peru, IL**—Lois M. Vodacek (s).
200 **Columbus, OH**—Charles F. Reid, Chester O. Walton, Willard G. Hale.
213 **Houston, TX**—Al Knight, Ciftoo L. McClure, Forrest G. Brady, George B. Holstead, Sr., Ole Midstrom, Vina Longbotham (s).
225 **Atlanta, GA**—Alan J. Campbell, Donald Earl Gray, James E. Durham, Sr.
235 **Riverside, CA**—Bernard E. Snider, Bill Van Antwerp, Raymond B. Morris, Jr.
242 **Chicago, IL**—Julius J. Tomasek, Otto A. Kowalski.
247 **Portland, OR**—Harold Hoffhines.
249 **Kingston Ont, CAN**—Walter S. Keech.
255 **Bloomingburg, NY**—Michael Joseph Bellarosa, Stanley V. Dailey.
256 **Savannah, GA**—Jessie P. Brown, Julian S. Ashmore.
257 **New York, NY**—Cainer V. Linzen, George L. Friberg, Giuseppina Barone (s), Marcello Zadra, William Rypysc.
258 **Oneonta, NY**—Walter Dewey, Sr.
260 **Berkshire Cnty, MA**—Stanley P. Ryczek.
262 **San Jose, CA**—Tony Rose.
264 **Milwaukee, WI**—Nola H. Schultz (s).
267 **Drsden, OH**—Russell V. Sowers.
278 **Watertown, NY**—Walter L. Duffer.
286 **Great Falls, MO**—Earl Stanley Haaby.
296 **Brooklyn, NY**—Edward Edwardsen, Gunnar Olsen.
297 **Kalamazoo, MI**—Joyce L. Gardner (s).
308 **Cedar Rapids, IA**—Vernon Goad.
314 **Madison, WI**—Frank Holan.
316 **San Jose, CA**—Kenneth Young, Theo N. Petty.

Local Union, City

338 **Seattle, WA**—Alvin B. Thorkelson, Herbert C. West.
340 **Hagerstown, MD**—Charles J. Butts.
343 **Winnipeg Mani, CAN**—Joseph Iskierski.
356 **Marietta, OH**—Arthur C. Atherton.
434 **Chicago, IL**—Michael Pukalla.
452 **Vancouver B C, CAN**—Fred Pereverzoff.
454 **Philadelphia, PA**—Doshia B. Tucker (s).
458 **Clarksville, IN**—Bonnie Jean Mull (s).
465 **Chester County, PA**—Mary Ellen Siter (s).
470 **Tacoma, WA**—C. L. Major, John W. Heydlauff.
493 **Mt Vernon, NY**—Egidio Lucente.
500 **Butler, PA**—Donald C. Hunt, Orvis B. Himes.
512 **Ann Arbor, MI**—Albin V. Burke.
514 **Wilkes Barre, PA**—Bernard Laskowski.
531 **New York, NY**—Alfred Hinz, Anne L. Garchik (s), Armand Poropat.
562 **Everett, WA**—John D. Bell.
579 **St. John N F, CAN**—George W. Young.
600 **Lehigh Valley, PA**—Anthony Unger, Sr., Earl J. Rex.
608 **New York, NY**—Joseph A. Vasile, Lucien L. Dupre.
634 **Salem, IL**—Delbert Louis Gillett.
638 **Marion, IL**—James Ewell Conkle.
639 **Akron, OH**—Ernest Darlak.
642 **Richmond, CA**—Colonel Hadley Crow, Gilbert C. Stephens.
644 **Pekin, IL**—Floyd W. Coffman.
665 **Amarillo, TX**—Lota Nellie Lummus (s), Thena Frances Ward (s).
675 **Toronto Ont, CAN**—Elsie Gulka (s).
710 **Long Beach, CA**—Orville Lee Murray.
721 **Los Angeles, CA**—Paul Bruckner, Therese Fischer (s).
727 **Hialeah, FL**—Roman John Szymula.
735 **Mansfield, OH**—George E. Eckstein, Mayme May Grove (s).
743 **Bakersfield, CA**—Jesse Dean Seigal, Walter A. Emerald, Woodrow W.Yarbrough.
745 **Honolulu, HI**—Mitsushi Shito, Norman Noboru Taomae.
751 **Santa Rosa, CA**—Lois B. Stiles (s).
753 **Beaumont, TX**—Clifford Carl Duggan.
756 **Bellingham, WA**—Melvin B. Coe.
769 **Pasadena, CA**—Plez E. Allen.
782 **Fond Du Lac, WI**—Melvin R. Ollerman.
790 **Dixon, IL**—Lelah Rogers (s).
819 **West Palm Beach, FL**—Griesmer Harvey S.
839 **Des Plaines, IL**—Leo Fersch.
845 **Clifton Heights, PA**—Gerald P. Burke.
900 **Altoona, PA**—Harry R. Guyer.
906 **Glendale, AR**—Marie Carlin (s).
912 **Richmond, IN**—Delbert F. Wines.
971 **Reno, NV**—Andrew J. Swalley.
977 **Wichita Falls, TX**—Pearl Keenan (s), Thruman H. Cannon.
1000 **Tampa, FL**—Helen Lesyshyn (s), Joseph R. Lewis.
1003 **Indianapolis, IN**—Galen T. Freed.
1014 **Warren, PA**—John J. Kushner.
1016 **Muncie, IN**—Charles E. Brown, Robert H. Swinger, Stafford W. Wallingsford.
1023 **Dalhousie NB, CAN**—Martial Pelletier.
1027 **Chicago, IL**—Tullio Buoni.
1050 **Philadelphia, PA**—David Langley, Frank Pingitroe, Joseph Paone, William Siggson.
1055 **Lincoln, NE**—Lorenz Elmshauser.
1089 **Phoenix, AZ**—Arthur Hazelton, Sr., Charles R. Spray, James O. Noble, Julio S. Arellano.
1093 **Glencove, NY**—Angelo A. Simoneschi.
1098 **Baton Rouge, LA**—Ernest Farmer.
1109 **Visalia, CA**—Paul Freeze.
1120 **Portland, OR**—Antonio Cangialosi, Charles R. Whitcomb, Freida D. Savitts (s), Louis Verbraeken.
1126 **Annapolis, MD**—Roy Elmer Miser.
1138 **Toledo, OH**—Earl M. Bringe, James Mahaney.
1146 **Green Bay, WI**—Orin Kittelson.
1148 **Olympia, WA**—Howard Fuller.
1149 **San Francisco, CA**—Duane O. McGraw.
1159 **Point Plasant, WV**—Margaret R. Bray (s).
1192 **Birmingham, AL**—Clinton C. Holman.
1205 **Indio, CA**—Robert Coulter.
1235 **Modesto, CA**—Lloyd A. Windrem, Walter Zanini.
1250 **Homestead, FL**—Gordon D. Mylks, Lewis G. Barrett.
1251 **N. Westminster BC, CAN**—Walter Abram.
1273 **Eugene, OR**—Elsie A. Kaasa (s).
1274 **Decatur, AL**—Alton J. Fears, George Kirchner.
1296 **San Diego, CA**—Earl J. Hider.
1302 **New London, CT**—Mildred Best (s).
1303 **Port Angeles, WA**—Leonard Johannes.
1314 **Oconomowoc, WI**—Roy J. Nienow.
1329 **Independence, MO**—Francis Nelson.
1342 **Irvington, NJ**—Anthony Adelizio, Edward Emerson, Robert J. O'Connell, William C. Rommel.
1358 **La Jolla, CA**—Francis L. Morris.
1362 **Ada Ardmore, OK**—Shelton M. Estes.
1365 **Cleveland, OH**—Margaret Whitacre (s).
1388 **Oregon City, OR**—Arthur Huntley.

Local Union, City

1394 **Ft. Lauderdale, FL**—Ethel C. Brown (s).
1396 **Golden, CO**—Kenneth H. Anderson.
1400 **Santa Monica, CA**—Alba T. Paul.
1407 **San Pedro, CA**—Joel C. Curnutt, Lawrence R. Gamble, Manuel R. Muro.
1419 **Johnstown, PA**—James Eldon Stahl.
1428 **Midland, TX**—Cecil Impson.
1449 **Lansing, MI**—Cecil Mapletoft.
1454 **Cincinnati, OH**—Charles O. Edwards.
1456 **New York, NY**—Edward R. Penny, Frank Raslowsky, John L. Romonoski, Stella Migliaccio (s).
1461 **Traverse City, MI**—Willard Randall.
1464 **Mankato, MN**—Olivia Heminover (s).
1495 **Chico, CA**—Clarence C. Vingness.
1497 **E. Los Angeles, CA**—Fredolf G. Johnson.
1498 **Provo, UT**—Mark A. Brown.
1507 **El Monte, CA**—Elmer L. Eaks.
1529 **Kansas City, KS**—Leroy Ellsworth Campbell.
1533 **Two Rivers, WI**—Kathleen G. Juul.
1536 **New York, NY**—Assunta Marra (s).
1565 **Abilene, TX**—Herman Hyatt, Roy A. Caton.
1571 **East San Diego, CA**—Eberhard J. Augustine, James Lee Scott.
1581 **Napoleon, OH**—Guy E. Stanfield.
1583 **Englewood, CO**—Gail C. Scholl.
1588 **Sydney NS, CAN**—Gerald White.
1595 **Montgomery County, PA**—Evelyn Bible (s), Francis Deery, William Chomiak.
1596 **St. Louis, MO**—Raymond Schultz.
1620 **Rock Springs, WY**—Howard O. Hibler.
1622 **Hayward, CA**—Cleve Burlington, Loucille Petersen (s).
1635 **Kansas City, MO**—George H. Payur.
1644 **Minneapolis, MN**—George Zembal.
1665 **Alexandria, VA**—Andrew C. Monroe.
1693 **Chicago, IL**—Charles M. Gramberg, Patricia B. Armstrong (s).
1707 **Kelso Longview, WA**—William C. Gamble.
1708 **Auburn, WA**—Robert J. Guggenbickler.
1715 **Vancouver, WA**—Benjamin H. Gray, Jr.
1735 **Pr Rupert BC, CAN**—John Gorda.
1752 **Pomona, CA**—Arthur R. Romero, George O. Brooks, Howard W. Gordon.
1770 **Cape Girardeau, MO**—Charles J. McCollum.
1780 **Las Vegas, NV**—Douglas E. Mueske, James Barger.
1815 **Santa Ana, CA**—Ernest Gommel, Robert Vasquez.
1822 **Fort Worth, TX**—Bob Wood.
1823 **Philadelphia, PA**—Charles W. Freeman.
1846 **New Orleans, LA**—Helen C. Melerine (s), Robert A. Cribb, Warren Willoz, Sr.
1849 **Pasco, WA**—Fay Wallace Stilwill, Hartwick J. Dullum, Walter E. Anderson.
1856 **Philadelphia, PA**—Ralph L. Poplin.
1884 **Lubbock, TX**—Walter J. Allison.
1897 **Lafayette, LA**—Ervy Broussard.
1931 **New Orleans, LA**—Carla Bivalacqua (s).
1947 **Hollywood, FL**—John A. Callbeck.
2006 **Los Gatos, CA**—Joseph Stonecipher.
2020 **San Diego, CA**—Erwin H. Spinning, Norma Jean Kwast (s), Vincent Ciolino.
2046 **Martinez, CA**—Russell Williams.
2057 **Kirksville, MO**—Warren T. Miller.
2078 **Vista, CA**—Harty J. Pratt.
2103 **Calgary Alta, CAN**—James Edward Logelin, Valentine Peter Szautner.
2132 **La Follette, TN**—General Lee G. L. Brown.
2217 **Lakeland, FL**—Andrew J. Alvey, Wilmer H. Holton.
2244 **Little Chute, WI**—Emily Bungean (s).
2264 **Pittsburgh, PA**—William John Capan.
2265 **Detroit, MI**—James Kenneth Peters.
2274 **Pittsburgh, PA**—Charles Ray.
2286 **Clanton, AL**—David O. Sanders.
2375 **Los Angeles, CA**—Martin Ganz.
2416 **Portland, OR**—Elmer L. Dewitt, Julius H. Bergstrom.
2436 **New Orleans, LA**—Johnny C. Parker.
2486 **Sudbury ONT, CAN**—Maria Haus (s).
2519 **Seattle, WA**—Antonio Reyes.
2520 **Anchorage, AK**—Ralph H. Rasmussen.
2528 **Rainelle, WV**—Ruth Halsey Hall (s).
2565 **San Francisco, CA**—Richard Bigeal.
2629 **Hughesville, PA**—Marcella R. West (s).
2693 **Pt. Arthur Ont, CAN**—Roland Letourneau.
2696 **Milford, NH**—Thomas P. Healy.
2715 **Medford, OR**—John C. Ramos.
2754 **Pembroke Ont, CAN**—Faith Lapointe.
2795 **Ft. Lauderdale, FL**—Herman Fields.
2949 **Roseburg, OR**—Thurman Lee Marical (s).
3074 **Chester, CA**—Emmett M. Brockman, Mario Delizio.
3088 **Stockton, CA**—Ethel Mary Fleming (s), Jesse Gabell.
3127 **New York, NY**—Albert S. Budrik, Margaret Paterson.
3161 **Maywood, CA**—Michael Quaranta, Shirley S. Odrich (s).
3175 **Pembroke Ont, CAN**—Allan Dament (s).
7000 **Province of Quebec LCL 134-2**—Francoise Chamberland (s), Lucien Ethier, Wilfrid Lauzon.

Circus Wheels

Continued from Page 13

can learn the step-by-step process of making a steel-rimmed wooden wheel by viewing several pictorial panels in the shop.

Today, only a few craftsmen turn out these beautiful wagon wheels. One such artisan still plying his craft as a wheelwright is Henry Foerster of Sheboygan, Wisc. Foerster, who has been making wheels for less than 20 years, recently constructed wheels for the Circus World Museum's newly restored Ringling Bell Wagon. Foerster believes the wheel-making process should be done in a historically correct way. "I follow the same principles to fabricate a wheel as were used long ago," he says."But instead of using some of the old methods like placing the tire in a coal or wood fire, I use modern conveniences like a torch." The product, however, is still a wooden masterpiece of white oak with sunburst inserts of oak, elm, or ash.

Making circus wagon wheels, with their brilliant sunbursts and colorful detail, is indeed nearly a lost art. But talented wheelwrights like Foerster are helping to keep the craft alive.

C. P. Fox sums up the nostalgic beauty of circus wagon wheels well in his book, *Circus Parades: A Pictorial History of America's Greatest Pageant*, when he writes, "To those who remember the circus parade, the wheels on the wagons not only had a beautiful, flashing effect, but had a rumbling knock all their own. No other wheel had that deep throated knock. . . . The sound, along with the clanking of chains and shuffling of elephants, are indelibly retained in the memories of those who were fortunate enough to watch a parade."

Children in Poverty

Continued from Page 15

sider it good news that more than 13 million children under 18 live in poverty, but most people who care about the long-term implications cannot.

Especially, as FRAC pointed out, if there is increased unemployment during another recession. Only about one-third of the unemployed receive jobless benefits, and, coupled with cuts in social programs, the result could worsen the already disgraceful poverty level for children and adults.

In a related study, a study by Congress' Joint Economic Committee said that between 1973 and 1984, declines in average real income for households headed by women was greater than that for two-parent families, and that average real incomes for families headed by women were lower in 1984 than in 1967.

OSHA Award

On Oct. 28, 1985, Patrick Tyson, Acting Assistant Secretary of Labor for OSHA, right, presented the Maine Federal Safety and Health Council the second place national award from the Department of Labor for Significant Contributions to the Federal Safety and Health Program. Steve Perry, UBC representative and chairman of the Maine Federal Safety and Health Council, accepted the award on behalf of the council at ceremonies in New Orleans during the National Safety Council Congress.

The Federal Safety and Health Councils are nationally mandated groups with voluntary participation from federal workplaces and their labor unions whose goals are to improve safety and health conditions in the Federal workplaces. Before being appointed an International Representative, Perry was secretary of the Portsmouth Federal Employees Metal Trades Council and president of Local 3073 at the Portsmouth Naval Shipyard.

Which Are You?

Submitted by Gary Adams

Some members keep their union strong
While others join and just belong.

Some dig right in—some serve with pride,
Some go along just for the ride.

Some volunteer to do their share,
While some lie back and just don't care.

On meeting day some always show,
While there are those who never go.

Some do their best, some build, some make,
Some never give, but always take.

Some lag behind, some let things go,
Some never help their union grow.

Some drag, some pull, some don't, some do,
Consider—which of these are you?

Consumer Clipboard

Continued from Page 30

at you—it's a piece of junk," Carroll said.

American apparel and footwear manufacturers lost almost $1 billion in domestic and export sales during 1982 because of foreign product counterfeiting and other fraudulent activities, the U.S. International Trade Commission stated in a recent report. Furthermore, the lost revenues translated into a loss of 20,824 jobs in the apparel industry alone.

It's no surprise that Taiwan and Hong Kong were identified as the major sources of counterfeit apparel. But the 28-country list compiled by the ITC also included major European countries, almost every South American country, and even Egypt and Saudi Arabia.

Collectively, they're counterfeiting T-shirts, knit sport-shirts, jeans, sweaters, and accessories like belts, caps, and ties. There's a whole range of sportswear being faked too: tennis, snow skiing, and jogging wear, sweatshirts, shorts, and athletic footwear. Most of these goods falsely carry a brand name or designer label or logo, the ITC reported.

Fake Levi jeans far outsell the real thing in most Asian countries, according to another report on counterfeiting prepared by a House subcommittee. Bogus Walt Disney T-shirts, "Members Only" jackets, and IZOD Lacoste garments have turned up in this country.

The House report stated that current laws to protect American products are too weak. A recent rash of proposed legislation indicates lawmakers agree tighter controls are needed against import fraud.

An anti-counterfeiting bill now before Congress would impose criminal and civil penalties for domestic counterfeiting. Another proposal recommends that duty-free status be denied to developing countries that do not enforce laws to protect patents, trademarks, and copyrights of American products.

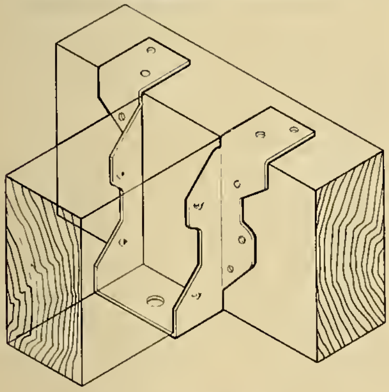
JACK LONDON STAMP

The Samual Gompers Stamp Club has available First Day Covers on a 25¢ stamp honoring Jack London, which was first issued on January 11. London was a prolific writer about labor issues and is credited with a famous definition of a "scab." The First Day Covers can be ordered from the Sam Gompers Stamp Club, P.O. Box 1233, Springfield, Va. 22151. Price is 1 for $1, or 3 for $2.50. Send stamped self addressed #10 envelope.

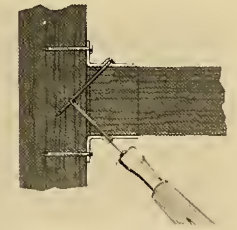
JOIST HANGER

Nails work twice as hard with this unique new Joist Hanger Clip. Newly designed joist hangers from Panel Clip make nails do double duty, are stronger, more efficient, and save time and labor. Nails are directed on an angle through the joist and into the header through a unique tube that is formed into the hanger. The consistent nail angle permits the use of a lighter gauge steel while achieving higher load values.

For further information and a free detailed catalog of other structural connectors contact: The Panel Clip Company, P.O. Box 423, Farmington, MI 48024. Wats 800-521-9335, except Michigan: 313-474-0433.



At Right: Top View of Joist Hanger



NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

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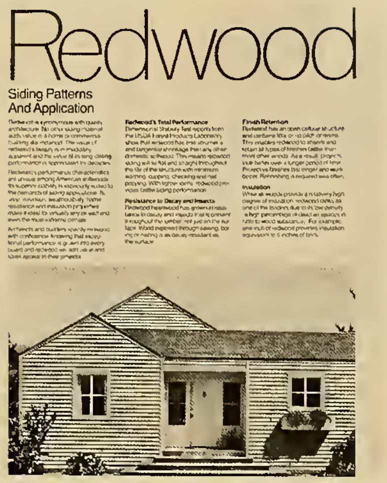
REDWOOD SIDING



Redwood

Siding Patterns
And Application

A new illustrated 12-page booklet provides comprehensive technical information on specifying, handling, installing, and finishing redwood siding. It includes nailing diagrams and pattern charts for bevel, tongue and groove, shiplap, and board and batten. Price: 60¢. California Redwood Association, 591 Redwood Highway, Suite 3100, Mill Valley, CA 94941.

WALL JACK SYSTEM

The Powerlift wall jack system can make the job of lifting walls and frameworks easier. A set of two Powerlift wall jacks allows two men to lift the longest residential walls easily. The Powerlift uses a circular cranking motion rather than jacking up and down, so it delivers continuous power. It's compact enough to fit into most toolboxes, according to the manufacturer.

Powerlift wall jacks have an all-steel chassis, a 3,000 pound strength steel cable, a 6-inch-wide base plate, and a ¼-inch steel upper wall stop.

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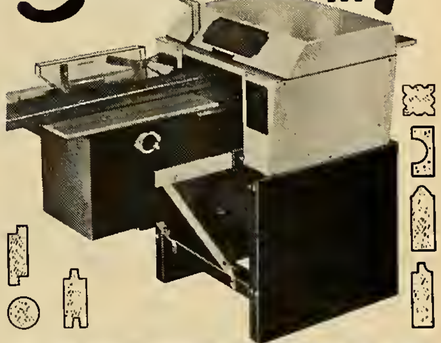

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Where Our New Members Are Coming From

. . .and how we're going to keep them with us

During recent years, the North American labor movement has gone through re-evaluations of its goals and purposes. It has done a lot of soul searching, and it has had a horde of detractors circling its union camps like so many wolves on the prowl.

The situation has become so uncertain that in some instances, members have taken off their UBC buttons and put away their dues books and taken non-union jobs. Journalists, meanwhile, have told their readers that the labor movement is in trouble, losing members, and that labor unions are a thing of the past.

Those of you who know me realize that nothing gets my dander up more than to hear someone bad mouthing the labor movement and especially our own United Brotherhood of Carpenters and Joiners of America. I feel the same way about a labor union that Benjamin Franklin felt about the union of the American colonies when he signed the Declaration of Independence and told his fellow members of the Continental Congress, "We must all hang together, or assuredly we shall all hang separately."

Truly, these are the times which try the souls of dedicated trade unionists. There are so many economic forces pulling at us from many directions that we spend much of our time putting out fires and realigning our ranks just to keep our members employed and their families secure.

I look in the classified advertisements of the local newspaper and I see ads for "CARPENTERS, CARPENTERS' HELPER, CARPENTERS & LABORERS. . .hourly or piece work, framing carpenter crews needed, . . ." and I know, and you know, without checking that most of these jobs listed in these ads are not union. They offer no job protection; layoffs are frequent, and the pay is below union scale.

I remember the old days when a builder or contractor called the union hall and told the business agent to send so many carpenters, so many lathers, so many piledrivers, or finish carpenters, or apprentices, and the builder knew he was getting trained and skilled workers. He knew what the wages would be and that they would stay that way for the duration of the project. Jurisdictional problems were minor ones, and they were settled on the spot between the principals.

When the weather was good in the old days a construction job would be a beehive of activity, with hodcarriers moving up and down the floors, bricklayers laying tier after tier of brick, lathers tacking mesh, and plasterers following right behind with trowels and mixes. These were proud tradesmen, and workers with craft skills were looked up to by their neighbors.

I know you can't hold back progress, but today's new technology in industry and the building trades has taken away some of our pride in craftsmanship, and at the same time, it has taken away some of the pride and prestige that went with the job and the union. And, of course, the sad fact is that technology has taken away jobs. When you visit a construction site today you seldom see that beehive of activity.

The same is true in the manufacturing industries. Robotics and computer programming have eliminated many workers from assembly lines. The jobs which are left are often transferred overseas to countries where labor is cheap and the standard of living is such that a worker can get by on pennies a day.

So while technology and economics were whittling away at blue collar union jobs, trade unions were also losing members by default. In the construction industry, for example, too many skilled, union building tradesmen drifted away during the 60s and 70s from the bread-and-butter jobs in residential housing and small construction to the big commercial jobs which pay higher wages and overtime. Only a few years ago, non-union contractors were a negligible factor in the industry. Today, a lot of those small non-union contractors have moved into the bigtime and joined the top 400 firms listed in the *Engineering News Record.*

At the peak of America's manpower mobilization during World War II a third or more of the nation's labor force was organized into unions. Now less than one fifth of the workforce is union. This is partly due, of course, to the tremendous growth in white-collar occupations and the service industries, which were once largely unorganized. Quite honestly, the building and construction trades and the allied industries they represent were once the backbone of the North American labor movement. Today, they have lost much of their clout with the growth of the white-collar industries.

There's an old saying: "In union there is strength." No truer words have been spoken. We will not regain our level of respect in our areas of jurisdiction until we have the numbers, until we pass the million mark in membership and go beyond that to a complete saturation of our jurisdiction.

So where are these members coming from?

There are clues to the answer:

The AFL-CIO commissioned a recent study of workers in the United States which showed that approximately 28% of all non-union workers—27 million workers in all—are former union members. Most of these people dropped out of their unions because they left their unionized jobs for one reason or another.

The question is: did they walk away from these jobs with a bad taste for trade unionism? Did they feel that the union to which they belonged had done all it could for them? Would they rejoin that union or another union when the opportunity presents itself?

The Brotherhood has a tremendous responsibility to educate its members to what the union does for them. This is particularly true with our apprentices in the building trades. We are training highly skilled journeymen who are not finding union jobs because union contractors are being underbid and don't have jobs for them. In the four short years of apprenticeship training we must convince our apprentices that union membership is the only way to go.

The motto should be: Once a union advocate, always a union advocate.

This is especially true among those hundreds of thousands of non-union workers who unsuccessfully supported efforts to establish a union in their workplace. It tears an organizer apart when he or she works day and night with some people at a plant or job site, people who have the courage to work for a union and take all kinds of abuse from management, only to lose an election and have to pull up stakes and leave these people behind to suffer more abuse. These workers put their jobs on the line, and we must do more to keep them in our camp for the next time we try to organize the job site. . .otherwise there won't be a next time.

Then there's the situation where we have the employees of a plant about equally divided for and against our union, due to the fact that the employer has thrown fear into as many employees as possible. There is a union contract, but it's not a strong one. There's a decertification election, and the union loses. We can't leave these pro-union workers high and dry either. We must be able to come back to this core of union supporters and try again to win an election.

In addition to these considerations, I'd like to suggest a few more:

- **We must support efforts to make the job site and the manufacturing plant a safe workplace. We'll gain respect from members and employers alike.**
- **We must support the efforts of the Building Trades for market recovery. We must work with union contractors to make them more competitive. Market recovery is nothing new. We call it Operation Turnaround in our own union, but it all means the same thing: bid the job; get the job; put trade unionists to work.**
- **We must emphasize time and again the advantage of belonging to the UBC—our reciprocal pension agreements, our health and welfare benefits, the processing of grievances, and the fellowship of our brothers and sisters in the trade. We must remind the workers of North America that the trade union movement is the strongest advocate of consumer protection in the world.**
- **The union must continue to be the greatest source of manpower in the construction industry.**

There are signs that we're coming out of the recession of the early 1980s. The lumber industry is beginning to move ahead a bit in spite of the union busting efforts of some companies. Housing is showing promise.

The time to enlist new members in the UBC is now!

Patrick J. Campbell

Patrick J. Campbell
General President

THE CARPENTER
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Gompers Memorial . . . *worn but not forgotten*

Of all the monuments in Washington, D.C., honoring great Americans, only one is dedicated to a great leader of the working people—the Samuel Gompers Memorial Statue and Park. However, the Memorial, a bronze and granite sculptural group of Gompers (a founder of the American Federation of Labor) and six allegorical figures representing the American labor movement, is in need of major repair.

The Washington Labor Council has taken on the project of raising money to restore the statue, and, although the fundraising drive has not officially started, to date, $12,000 has come in for the restoration project. The estimated total needed to complete the project is $100,000.

The National Park Service, overseer of the park on Massachusetts Avenue at 10th Street in northwest Washington, supports the project and will provide some federal funding for the park landscaping. The goal of the Labor Council committee is to restore the Gompers Memorial in time to hold rededication ceremonies on Labor Day, 1986.

Concurrent with the fundraising effort for the Gompers Memorial is a drive to raise funds to commission a memorial to the legendary black labor leader, A. Philip Randolph.

If you want to help, send your contribution to: Gompers-Randolph National Memorial Fund; c/o Metropolitan Washington Council, AFL-CIO; 1411 K Street, N.W., Suite 1400; Washington, D.C. 20005.

March 1986

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881

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Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter*.

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CARPENTER

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Spring will blossom officially on Thursday, March 20.

Since the world began, the vernal equinox has occurred at precisely the moment the sun crosses the Equator. As the tilted earth continues its journey around the sun, more light falls on the Northern Hemisphere. The days become increasingly warmer and longer.

The first day of spring may not be a spring day, however. In many parts of the United States March is a blizzardy, blustery month.

Spring life returns north at a leisurely pace of about 15 miles a day. Like an invisible stream, the season flows across the countryside, filling valleys and climbing into hills. Little by little it captures all but winter's last redoubts on high icy peaks.

Some plants thrust up through thawing soil to greet the verdant season. Crocus and skunk cabbage are among the early risers.

Animals also get busy. Hibernating creatures such as the groundhog reappear.

Spring exerts an influence on people, too. Women appraise the latest fashions. Gardeners start tinkering with lawnmowers and hoes. Ball players oil their mitts and gloves. Bicycles emerge from basements.

Spring hasn't always been a favorite time for youngsters. American mothers once were convinced that the seasonal change brought "spring fever" whose symptoms included anemia, skin pallor, fading of the eyes and hair, and a generally blanched and withered look.

A popular first-day-of-spring remedy in 1901 was two ounces of sulphur and two ounces of molasses, mixed, and downed before breakfast.

Photograph by G. Hampfler for H. Armstrong Roberts.

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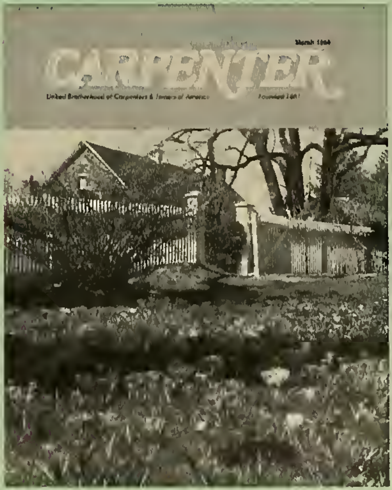
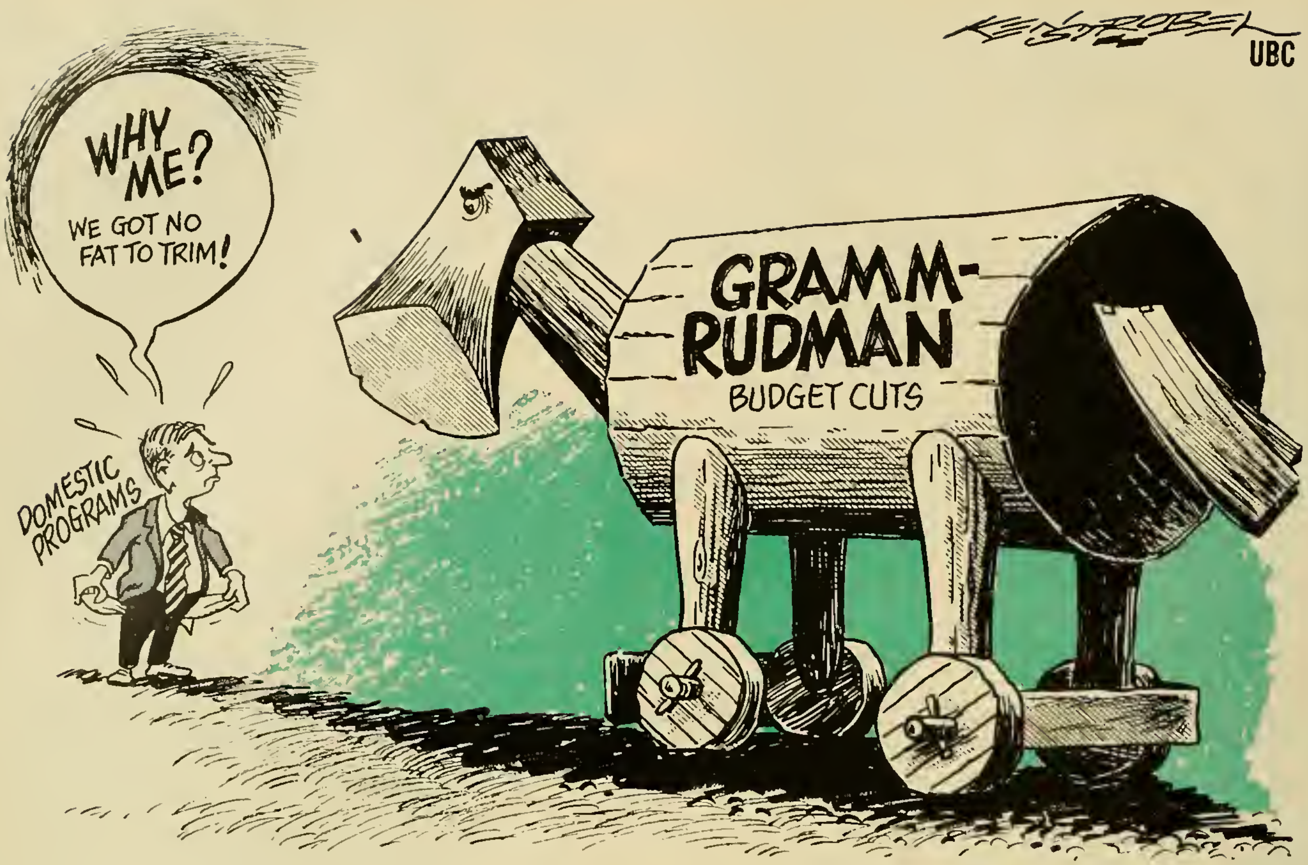




Domestic Programs Face Gramm-Rudman Budget Cuts

MANY VITAL FUNCTIONS OF GOVERNMENT WILL BE AFFECTED

By CALVIN G. ZON
Press Associates

Hundreds of programs affecting millions of Americans are set for across-the-board cutbacks March 1, the scheduled date of the first installment of the Gramm-Rudman-Hollings balanced budget law.

Later installments aimed at reducing the federal deficit to zero by 1991 could wreak havoc on a wide range of activities from air traffic control to meat inspection, from Coast Guard drug patrols to cancer research, from college loans to IRS refunds.

The Reagan Administration was reported to be preparing a budget that would impose about $60 billion in domestic spending cuts for Fiscal Year 1987 beginning October 1 while boosting military spending by 3%. The Reagan budget will be sent to Congress in early February.

Under Gramm-Rudman-Hollings, the kind of automatic, across-the-board spending cuts set for March 1 will go into effect if Congress and the President cannot agree on a different mix of domestic and defense cuts or revenue increases which satisfy the new law's deficit cut schedule. The automatic cuts must come equally from military and domestic spending.

The cuts beginning March 1 will total $11.6 billion and come from funds which Congress had appropriated for the current fiscal year through September 30. These appropriations are to be "sequestered," or cancelled, following a joint budget report by the White House Office of Management and Budget and the Congressional Budget Office. Under Gramm-Rudman-Hollings, the OMB-CBO report is sent to the General Accounting Office for review and then to the President, who orders the specific cuts based on the report.

The OMB and the CBO estimated a record-breaking $220 billion deficit for the current fiscal year, greater than had been expected, as a result of a weak economy, higher military spending, and an expensive farm program.

The requred $11.6 billion in cuts will mean 4.3% less for domestic programs and 4.9% less for the Pentagon. However, since this fiscal year will be five-months-old on March 1, these percentage cuts of money not yet spent by the various government agencies will be substantially higher.

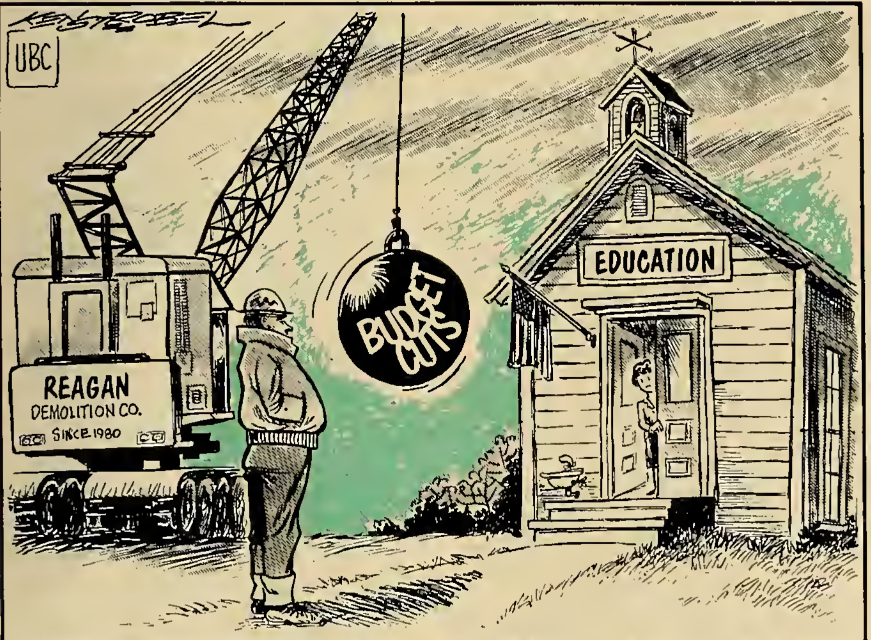
OMB Director James C. Miller III said the cuts could be achieved "with a minimum of disruption," but others were less optimistic. Unions representing air traffic system technicians and IRS and Customs Service employees said their operations could be substantially disrupted this year. Cuts specified in the OMB-CBO report are likely to produce these results:

- A nearly $140 million cut for the IRS virtually wipes out its 1986 increase and may mean that last year's problem-plagued tax season will be repeated.
- A nearly $16 million cut for the Food and Drug Administration probably will mean a slowdown in new drug approvals.
- A $33 million cut in mass transit subsidies could affect the cost and equality of commuting.
- The fee that a student pays to obtain a guaranteed loan, now $125 for a $2,500 loan, will increase to about $137.
- A $112 million cut for the National Institutes of Health will affect NIH's full range of research, including cancer, heart disease, arthritis, stroke, and neurological disorders.
- Postage rates for non-profit mailers, including the labor press, charities, and universities, may be increased. Mailing costs for *Carpenter* went up $8,000 in January and are expected to go up at least 11% this month.
- The Agriculture Department's meat and poultry inspection service and its animal and plant health inspection service may have to be cut back.
- The Coast Guard's patrols against drug trafficking and illegal fishing in U.S. waters are likely to be reduced.
- The National Park Service faces a $26 million cut, which may mean fewer park rangers and park maintenance workers as well as a shortened camping season at national parks.
- A $7.9 million cut for the Library of Congress will curtail the number of reading machines for the blind as well as the library's effort to preserve government documents.
- Furloughs of government employees will be avoided if possible, but some agencies are likely to force employees to take some leave without pay.
- Cuts in the Department of Health and Human Services will result in cutbacks in child vaccination programs, community and migrant health centers, family planning, and the National Health Service Corps, which provides doctors for health centers, according to the Children's Defense Fund.

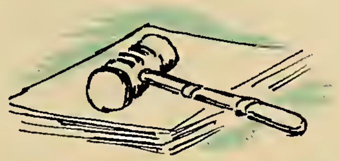
A spokeswoman for the National Council of Senior Citizens said that although Social Security benefits have been exempted from Gramm-Rudman-Hollings, administrative support is vulnerable. She said the Administration may close or reduce staff in Social Security Administration offices across the country.

Senior centers, which provide meals and other kinds of assistance to the elderly, also are likely targets, said the NCSC spokeswoman. She added that the quality of senior housing also could be affected.

Reductions in Medicare, veterans' medical care, community and migrant health centers and Indian health services are limited to 1% in 1986 and 2% annually from 1987 through 1991. UBC



"Ma'am, the president sent me over to make a few . . . er-a . . . alterations"



Second Thoughts

JUST ABOUT no one, it seems, is bragging any more about the so-called Gramm-Rudman bill as the path to a balanced federal budget. And for very good reason.

A mechanical formula for reducing funds already appropriated by Congress is no way to run a government or decide on priorities. That should have been obvious from the start, but foresight has not been the hallmark of this Congress.

Now that the first installment of the mandatory budget cut is almost upon us, members of Congress who so recently were trumpeting its virtues have fallen silent. The President who was so quick to embrace its concept now hems, haws, and bemoans the lack of flexibility.

It would be tempting but unproductive for the labor movement and the few other groups that foresaw the outcome to mutter an "I told you so" and let the cooks stew in their own broth.

In reality, though, no one can afford to be indifferent to the consequences.

Both Congress and the President have the responsibility to address America's revenue needs as an alternative to dangerous neglect of either the public welfare or the nation's defense. Budget deficits will be smaller if tax revenues are greater.

The tax reform bill the House passed and sent to the Senate is, at the President's insistence, revenue-neutral. But it doesn't have to be. If more revenue is needed, as members of both parties increasingly acknowledge, it makes a lot of sense to achieve this through tax reforms. But tax reform does not mean a value-added national sales tax that would shift the burden still further onto middle-income Americans who spend most of what they earn because they don't have "surplus income" for investments.

Editorial in the
AFL-CIO News

TEN LEADING CAUSES

Statistics Tell the Story: Causes of Death in the UBC

Members of the United Brotherhood suffer fewer accidental deaths and strokes than the general population, but they succumb more frequently to bronchitis, emphysema, and asthma—more than double the number for the general population. Statistics show a higher degree of deaths from cancer but fewer deaths from heart diseases. Influenza and pneumonia deaths dropped significantly in 1984 from 3.3% to 1.4%.

The statistical differences between the causes of death for UBC members and the general population are not alarming. In most cases there's only a degree or two of difference between them—normal statistical differences, but the data bears noting.

For the 10 leading causes of death, the Brotherhood's five-year experience compares with the general population as follows:

Cause of Death	*PERCENTAGE OF DEATHS* *UBC experience*	*U.S. experience*
(Average Over 5 Years)		
Heart	41.9%	42.5%
Malignant neoplasms (cancer)	29.9%	23.8%
Cerebrovascular diseases (stroke)	7.8%	9.2%
Bronchitis, emphysema, asthma	6.8%	3.3%
Accidents	4.2%	5.7%
Influenza, pneumonia	2.8%	3.0%
Suicide	1.6%	1.6%
Cirrhosis of liver	1.8%	1.7%
Kidney disease, uremia	1.6%	N.A.*
Diabetes	1.7%	N.A.*

* No available data.

The above data covers only those UBC members eligible for Schedule 1 and Schedule 2 benefits under the international benevolent program.

These comparative statistics are supplied to us by Martin E. Segal & Co., Inc., consultants and actuaries for the Brotherhood's benevolent program. The statistics for U.S. experience come from the U.S. government's National Center for Health Statistics. They do not include Canadian data.

The UBC data comes from our actuaries' most recent annual report to the General Executive Board, which covers the Year 1984. For a complete breakdown of the causes of death in the UBC during 1984, see the accompanying table at right.

As we have reported in the past, many UBC members are longlived. In 1984 there were 13 deaths of members 100 years and older—one was 104 and another was 106. A total of 494 members died in their 90s.

At the end of 1984, the average age of the membership was 46 years, and the average period of membership in the union was 15½ years.

CAUSES OF DEATH
Among Brotherhood Members
1984

Causes	*Number*
Accident	333
Apoplexy	553
Appendicitis	1
Abscess	10
Anemia	9
Aneurysm	94
Asthma	13
Blood poison	93
Bronchitis	23
Cirrhosis	155
Carcinoma	2,728
Diabetes	141
Embolism	80
Emphysema	607
Edema	6
Epilepsy	7
Fever	1
Gall Stones	2
Hepatitis	11
Gastritis	3
Hemorrhage	36
Heart Disease	3,486
Homicide	27
Intestinal obstruction	19
Influenza	3
Leukemia	101
Nerve disorder	70
Meningitis	2
Kidney disease	146
Paralysis	—
Peritonitis	9
Pancreatitis	5
Pneumonia	113
Rupture	5
Arthritis	7
Senility	95
Suicide	116
Sclerosis	22
Tumor	52
Tuberculosis	5
Ulcers	32
Undetermined	747
Killed in action	—
Uremia	7
Hypertension	66
Colitis	1
Encephalitis	2
None of the above	2
Total	10,045

United Brotherhood's Benevolent Program Proves Worth in Seven Years Experience

Each month the United Brotherhood's benevolent program pays out in death benefits (funeral donations) an average of $1 million to the beneficiaries of deceased members and/or their spouses. In December a total of 790 executors benefited from this program.

Since the program began more than seven years ago, over $86 million has been paid out on behalf of more than 60,000 deceased members.

Benefits paid since 1982 are higher than levels for prior years because of improvements in the benefits, which were adopted at the 1981 Centennial Convention in Chicago, Ill. The average benefit paid in 1984 was $1,743; in 1983 it was $1,663; and in 1982 it was $1,568.

Taking into account the per capita income and the investment income for last year, the UBC's actuarial firm states that "the net result of the 1985 experience" should be a further increase in the reserves of the Death and Disability Fund. Per capita income in 1984 (the latest figures available) was $14,062,700 and investment income was $4,960,300 for a total of $19,023,000. Benefits paid last year totaled $16,577,000.

For a number of years the Brotherhood administered a pension program for its membership with limited premiums and limited benefits, but inflation and other financial factors took their toll of this program, and the 33rd General Convention of the Brotherhood, held in St. Louis, Mo., in 1978, discontinued this program and substituted an expanded death benefits (funeral donation) program, using a portion of the per capita payments previously allocated to the pension fund.

The new program, which became effective on Jan. 1, 1979, is partially financed by a per capita tax which currently stands at $5.70 per member per month for Benefit Schedule 1 (covering construction members). There is also a separate program for members for whom the per capita tax is $3.85 per member per month of which 25¢ per member goes to Benefit Schedule 2 (covering industrial members). Retired members pay $4.00 per month.

The annual reports to the United Brotherhood's General Executive Board of the current benevolent program indicates the wisdom of the 33rd General Convention delegates in changing the program in 1978.

The Brotherhood paid out in death benefits more than $10¼ million during 1979, the first year of the program. Almost a million dollars goes out each month to those persons handling funeral costs for members and their spouses and as disability donations. (*Editor's Note: You will find the most recent report on Page 37 of this issue, which shows that $1,398,917.24 was distributed in December of last year.*)

Though these are tremendous sums to be dispensed by a single union, the income to the Fund over the same period has been more than adequate to finance the benefits.

A member can participate in the death benefits program after only two years of active membership. Benefits increase after five years and after 30 years. It is a good program, designed to meet the need of the times.

Some of the statistical data provided to us by the actuarial firm which administers the Fund, The Martin E. Segal Co., indicates the future soundness of the new program.

The sustaining support of younger UBC members—primarily between the ages of 20 and 34—assures continued growth and strength for the entire death benefits program.

There were approximately 68,000 members covered by the former Brotherhood pension plan which was discontinued in 1978. By contrast, the current death benefits program is an all-inclusive plan which draws support from all members and provides benefits for all.

There is revenue lost to the program during periods of recession, as layoffs and unemployment take their toll in membership rolls. It is during these critical times that local secretaries must do their utmost to keep their members in good standing . . . to protect their long-range benefits.

UBC Benevolent Program Praised

Frederick Snow, financial secretary and business representative of Local 1778, Columbia, S.C., recently received a letter from the widow of a member, as follows:

> "Dear Mr. Snow:
>
> "I received the check to pay on my husband's funeral with much gratitude. He had worn his 25-year union pin for several years with pride. He had the opportunity to answer anyone who asked what kind of pin it was.
>
> "Now I shall keep it, as he thought so much of it and always approved of the work of his local union. I wish he could know how much the organization helped me with the funeral expense. Thank you so much for such promptness.
>
> Sincerely,
> Mrs. C.W. Fertick"

EDITOR'S NOTE; Under conditions prescribed by the United Brotherhood's Constitution and Laws, UBC members in good standing with many years of continuous membership and/or their spouses are, under certain conditions, entitled to funeral, disability, and other donations in time of need. The complete UBC benevolent program is explained in Sections 48 through 53 of the Constitution and Laws. A member can obtain a copy of the UBC Constitution and Laws from his or her local union. He or she can receive a copy of the Brotherhood's Benevolent Program leaflet, which contains the benevolent provisions of the Constitution and Laws, by requesting it from: General Office, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave. N.W., Washington, D.C. 20001.

Vice President Ochocki Announces Retirement

The United Brotherhood's Second General Vice President Anthony "Pete" Ochocki has announced his retirement as a general officer, effective April 1. For the past three years he has served diligently in one of the key administrative positions at the General Office, and he plans now to return to his native Michigan.

Ochocki brought to the office of second general vice president a wealth of experience in organizing, craft training, and local union and district council administration.

He began working at the trade at an early age—an orphan who went to live with an uncle in the general contracting and logging business. He worked in the industry until going into military service in 1942.

After returning from military service in World War II, Ochocki worked on many commercial construction jobs in Detroit, Mich., as well as spending time in the shops and mills.

Active in the Brotherhood since 1947, he served Detroit Local 337 as secretary pro tem in 1949 and was elected recording secretary in 1950.

Appointed business representative of the Detroit Carpenters District Council on August 8, 1952, he served in that capacity until September 1, 1958, when he resigned to take a position as business representative and organizer for Shop and Mill Local 1452, Detroit.

ANTHONY OCHOCKI

He continued in this position until July 1, 1960, when he took office as financial secretary and business agent of his home Local 337. He served as member of the apprenticeship committee and then as secretary of the committee.

In late summer 1963, Ochocki returned to the Detroit District Council as administrative assistant to the secretary-treasurer. He served one two-year term as president of the Michigan State Carpenters Council.

During the period of his employment as a representative of the Brotherhood in the city of Detroit, Mich., in addition to serving as an official of the local union, Pete was elected to the International Convention, was chairman of the Carpenters District Council Educational and Research Committee, was appointed by the governor to the State of Michigan Housing Codes Commission, served as an executive board member of the Carpenters District Council, a member of the Trial Board Committee, a member of the executive board of the District Council of Carpenters, an executive board member of the Detroit and Wayne County, Mich. Federation of Labor, prior to its merger with the CIO, and was active in many state and local community affairs programs.

He resigned this position in 1966 to take employment with the international union as national project coordinator in the Brotherhood's MDTA Apprenticeship Program, where he served until August 1969, when he was appointed director of organizing by the General President.

On April 15, 1972, Ochocki was appointed General Executive Board Member of the Third District.

Ochocki was named Second General Vice President of the United Brotherhood in 1982, filling the vacancy created by the elevation of Sigurd Lucassen to First General Vice President.

Labor Unions Declare Boycott of Shell Oil Products

The AFL-CIO has launched a nationwide consumer boycott against the products of Shell Oil Co., a division of the Royal Dutch/Shell group, as part of an international labor movement protest of the multinational corporation's repressive treatment of black workers in South Africa and its refusal to take positive action against apartheid.

The AFL-CIO Executive Council approved the action by mail ballot at the request of federation President Lane Kirkland and United Auto Workers' President Owen Bieber who chairs the AFL-CIO Committee on South Africa. The boycott is the latest step in the federation's long-standing program to support the eradication of apartheid.

"We hope this boycott will encourage Shell to disinvest in South Africa as part of the broad effort to pressure the South African regime to end the apartheid system," Kirkland and Bieber said.

The AFL-CIO Executive Council has supported a policy of compelling disinvestment in multinational companies in the energy sector in South Africa, as well as firms identified by the black trade union movement of South Africa as being in violation of internationally accepted labor standards.

The AFL-CIO Shell boycott comes in response to a request from the International Confederation of Free Trade Unions with which the AFL-CIO is affiliated. The ICFTU and its Coordinating Committee on South Africa have been working closely with black trade unions in South Africa to select targets for campaigns including boycotts in support of that country's black labor movement.

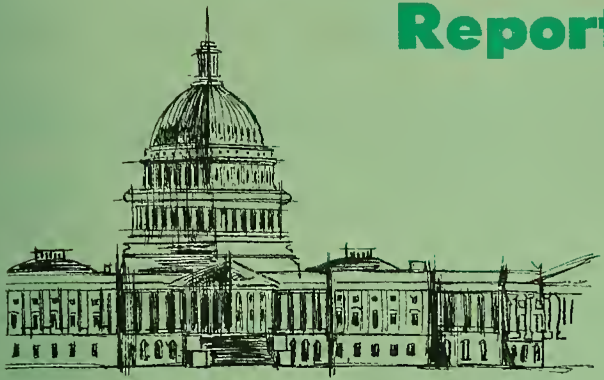
The ICFTU's call for international action against Shell was initiated by South Africa's National Union of Mineworkers and the Miners International Federation following a strike at a Shell-owned coal mine and increased union-busting and repressive activities on the part of Shell's mine management.

The NUM dispute with Shell started early in 1985 when black miners walked out of the Rietspruit mine (owned jointly by Shell and Barlow Rand, a South African conglomerate) to attend a memorial service for a miner killed on the job. When the company suspended four shop stewards, the workers struck for four days. The company then fired 86 miners and, according to the NUM, refuses to permit union meetings, intimidates its workers and refuses to allow shop stewards any access to union members.

In the United States, Shell sells gasoline sold under its own name at retail service stations, and it distributes a variety of other petroleum and natural gas products.

The AFL-CIO Shell consumer boycott will be directed against products of the company and not against individual merchants selling these products. Union members are urged to cut in half and send to AFL-CIO Headquarters their Shell credit cards.

Washington Report



NO GRIEVANCE ON TAPE

The National Labor Relations Board recently, held that either party may properly object to use of recording devices in grievance meetings. In unanimous decisions against a union in one case and against management in another, the Board said grievance hearings are extensions of the collective bargaining process. Tape recorders stifle discussion and prevent "meaningful" collective bargaining from taking place.

SOCIAL SECURITY GOING STRONG

On January 31, the Social Security old-age fund, once a financial basket case, paid the Medicare hospital trust fund $10.6 billion, completing repayment of funds it borrowed from Medicare in 1982 to stave off imminent bankruptcy.

And within the next few months, the old-age fund will repay the Social Security disability trust fund $2.5 billion, completing loans made from that fund during the same period.

In 1982 the old-age fund faced insolvency because the nation's economic conditions during the preceding five years were so much worse than had been projected that the schedule of income and outgo based on payroll taxes and benefit outlays were severely miscalculated.

At that time, the old-age fund was authorized to borrow $12.4 billion from the Medicare trust fund and $5.1 billion from the disability benefits trust fund to keep going. Interest was to be paid monthly until repayment.

In 1983, Congress approved a financial rescue plan for the old-age system, based on new Social Security taxes and a six-month cancellation of a cost-of-living increase.

The old-age fund repaid part of the loans a year ago, and the new payments will wipe out the remaining debt.

The system is now in better financial shape than had been predicted when the rescue plan was adopted.

Combined old-age and disability reserves were about $42 billion at the end of 1985, roughly $7 billion higher than the projected balance for that date.

UNION WORKER BETTER OFF

Unionized employees are enjoying shorter weeks, increased vacation benefits, and more provision for maternity leave, says a new federal survey of collective agreements.

Of the over two million unionized workers surveyed by the Department of Labor, 52.7% have a 40-hour work week. Seven years ago, it was 46.6%.

The survey of 960 collective agreements across Canada was released recently by Labor Canada, a division of the federal department of labor.

During the same period, the proportion of workers with a 37.5-hour work week improved to 11.4% from 8.4% in 1978. As of July, 1985, 9.6% had achieved a 35-hour week, compared with 7.6% seven years ago.

Today, 74% of the agreements analyzed contain some form of maternity leave provision, compared with 59% in 1978. Nineteen percent of agreements providing for such leave also grant pay for at least part of the period over and above the benefits paid by unemployment insurance.

WORK-RELATED INJURIES UP

Work-related injuries and illnesses in private industry increased in 1984, reports the U.S. Department of Labor's Labor Statistics. Eight incidents of injury or illness were reported for every 100 full-time workers, a rate of 8.0, compared with an incidence rate of 7.6 in 1983. The number of injuries and illnesses increased to 5.4 million in 1984 from 4.9 million in 1983. This over-the-year increase of 11.7% was considerably higher than the 6.6% increase in hours of exposure which resulted from increased employment and hours during the second year of the current economic recovery.

Job-related injuries occurred at a rate of 7.8 per 100 full-time workers in 1984. The injury rate, which had been in the double digit range a decade ago, dropped to 8.8 in 1975 and then rose to 9.2 in 1978 and 1979. The injury rate dropped steadily each year after that to a low of 7.5 in 1983 and then rose 0.3 point in 1984. The number of workers employed and the hours they worked varied from year to year as did the mix of experienced and inexperienced workers and the proportion of those employed in high- and low-hazard industries.

In 1984 injury rates rose in all the industry divisions for which data was presented. Goods-producing industries (agriculture, mining, construction, and manufacturing) had the highest rates, 11.0 per 100 full-time workers for the sector as a whole.

JAIL FOR LYING TO O.S.H.A.

A company safety director was recently given a jail sentence for lying to OSHA. He pleaded guilty to a charge that he lied to an inspector during an OSHA inspection of a company plant. The safety director had claimed that a tool was being repaired when in fact it was not functioning under his instructions to prevent OSHA from measuring employee exposure to cobalt dust emitted by the machine. The safety director was sentenced to three months in jail and fined $10,000 by a federal judge. This is believed to be the first case of its kind.

ANTI-UNION BIAS OF REAGAN-PACKED NATIONAL LABOR RELATIONS BOAR

By GENE ZACK
AFL-CIO News

A National Labor Relations Board handpicked by President Reagan continues to show a pro-employer, anti-worker bias in all its activities, the AFL-CIO Lawyers Coordinating Committee charged in a new report.

In the two-year period since 1983, when Reagan's appointees attained majority control of the NLRB, there was an unmistakable shift in the direction of favoritism toward management, the committee said in the December issue of "The Labor Law Exchange."

Statistics compiled by the committee showed what it called "a marked aversion" to finding employers guilty of unfair labor practices and "an equally notable willingness" to rule unions guilty of such practices.

The report updates an earlier analysis of the Reagan labor board and covers the first two years of Chairman Donald L. Dotson's tenure. Under Dotson, it found, the board sustained complaints against employers in 50% of the cases, while complaints against unions were sustained about 85% of the time.

The pattern "contrasts sharply" with the NLRB's record in two previous periods: from September 1975 to August 1976, when the members were all Republican appointees, and from September 1979 to August 1980, when three of the four members were Democrats.

Despite the markedly different political complexions of those previous boards, the committee said, they each "ruled against employers and againt unions with almost equal frequency." Under the even-handed approach in those previous periods, complaints against employers were sutained 84% of the time, while those against unions were upheld in 74% of the cases.

But all that has changed during the first two years of the Dotson board. Since 1983 the NLRB increased its dismissal rate 300% in cases involving complaints against bosses, while the percentage of dismissals of complaints against unions decreased almost 40%.

The same contrast is evident in representation cases, the lawyers' group asserted.

In the Republican-controlled 1975–76 period, representation cases were decided in accord with the employer's position 35% of the time. Management prevailed 46% of the time in the Democratic years of 1979 and 1980.

But with control of the NLRB firmly in President Reagan's grasp, the percentage of representation decisions favoring employers rose sharply to 72% in the 1983–84 period—more than double the rate under the 1975–76 board dominated by Republican appointees. It declined only slightly, to 66%, during 1984–85.

In a series of articles analyzing the NLRB's metamorphosis into a blatant management tool under the Reagan Administration, the lawyers pointed out that:

- While Dotson insists the board has merely sought to restore a labor-management balance upset by the alleged "excesses" of President Carter's labor board under the chairmanship of John Fanning, the figures totally disprove that argument.

There have been 30 cases thus far in which the board reversed earlier precedents. Only 13 of those original cases were decided by the Fanning board. Almost an equal number—12 cases—overturned precedents predating the Carter era, and the remaining five overruled decisions that occurred when Republican appointees were in the majority.

- Under Dotson's chairmanship, the NLRB has made it "more difficult for employees to obtain union representation" by siding with management in favor of larger, rather than smaller, units for bargaining purposes—even though the units sought by workers would have met previous tests for an appropriate unit.

The end result has been to "deny union representation to a group of employees who have a community of interest and who desire such representation" by forcing them into a much larger unit, often involving workers in remote locations.

- In its day-to-day activities, the board has demonstrated its "hostility to unions and collective bargaining" through a pattern of "fact-twisting, rule-misapplication, and procedural pettifogging that disdains every aspect of employee rights" contained in the National Labor Relations Act.

This is evident, among other things, in the imposition on workers of "norms of polite behavior more appropriate to genteel social gatherings than to the give-and-take of shop-floor disputes," while countenancing management's "most outrageous" alibis for its anti-union activities and characterizing employers' "most threatening conduct as benign."

The committee noted that, prior to taking over the NLRB helm, Dotson wrote that collective bargaining frequently led to "the destruction of individual freedom." Since assuming the chairmanship, the lawyers charged, Dotson has made it clear that what he favors is "the worker's 'freedom' to be powerless."

In none of the decisions reversing previous board rulings did the board favor the interests of workers over the interests of employers, the publication pointed out. "Every single rule change announced by the Dotson board has rebounded to the employers' benefit."

An analysis of the decisions made by a board dominated by Reagan appointees revealed this distinct trend:

"If a case presents a conflict between the employer's freedom to manage its business and the union's right to bargain about matters affecting the bargaining unit, management prevails."

"If the perceived conflict is between the employer's right to control the workplace and the rights of individual employees, the employer again prevails."

It is only when the issue comes down to one between union members who want to act collectively, and individual members who don't want to join them in their concerted actions, does the Dotson board come down on the side of "individual rights."

The upshot of the string of NLRB decisions upholding management—even when it engages in such illegal tactics

ONTINUES

as discharges, threats, coercion, and the refusal to bargain—is that the board has demonstrated to employees "the futility of turning to the NLRB for protection of their rights," the publication insisted.

Although there have been wide political swings in the presidency since the NLRB was created in 1935, the lawyers said, this is the first time that one party had seized control in order to "club the other side into submission by attempting to demonstrate that the law has lost all vitality and cannot be counted on to provide the protection it promises."

With the board's decisions increasingly anti-union, a final article in the publication suggests that unions "consider arbitration as an alternative" to turning to the NLRB to enforce contractual rights guaranteed by the labor relations act.

Such issues as the protection of individuals engaged in primary and sympathy strikes, the problems of "double-breasting" under which employers shift to a non-union subsidiary work that should be done under union contract, plant closings, and the binding of a successor employer to an existing contract in the event of a merger or a takeover might all be handled more sucessfully through the arbitration procedure.

Private action is hardly an adequate substitute for the public rights enunciated by existing labor law, the publication said, but since the board has abdicated its responsibility, workers and their unions are left with "no other sensible option."

Board employees also feel brunt of NLRB bias

NLRB management has reached a tentative agreement on two new contracts with the NLRB Professional Association, which represents about 200 attorneys working for the five Board members and the NLRB General Counsel in Washington, D.C. The parties agreed in principle on new contracts to replace pacts which expired on January 21, with the accord following three days of non-worktime picketing at NLRB headquarters by attorneys protesting lack of progress in contract talks.

Working against a midnight deadline on January 28, the parties managed to settle the major sticking points in the contract negotiations, which included a revamped performance appraisal system and a difference between the Board members and the General Counsel on whether attorneys should be granted the option of a "compressed work schedule." The new contracts, one for the Board side and one for attorneys working for the General Counsel, impose a new five-tier appraisal system which may make it more difficult for attorneys to receive quality in-grade pay increases. The General Counsel agrees to permit "compressed work schedules" on a one-year trial basis which would allow attorneys to work nine-hour days and take one day off every two weeks. The Board members decline to allow compressed work schedules. Wages are not bargainable for federal employees.

Before the accord, union spokesman had accused NLRB management of seeking "give-backs" on basic contract protections and had charged management of "stonewalling" the union by delaying tactics at the bargaining table. On January 24, the attorneys began picketing outside Board headquarters during non-work hours to publicize their dispute with management. The new contracts must still be ratified by the membership of the Professional Association and approved by NLRB Chairman Dotson and General Counsel Collyer.

When Unemployment Compensation Runs Out In Your State, Employers May Get Tax Breaks

While two-thirds of the nation's jobless were denied unemployment compensation benefits in 1985—the highest disqualification level in the program's 50-year history—some employers who fought for stricter eligibility requirements are being rewarded with substantial cuts in state unemployment taxes.

The AFL-CIO branded the states' action as "unconscionable," and renewed its call for a major overhaul of the unemployment insurance system so that it regains its original role as a program "that helps, rather than excludes, those who need it."

The purpose of unemployment insurance is to put a floor of protection under workers who lose their jobs through no fault of their own, according to Bert Seidman, director of the Department of Occupational Safety, Health and Social Security. But today, he asserted, "the program fails miserably in living up to that promise."

Seidman sharply disagreed with economists who claimed that lower jobless levels made it possible for the states to slash employers' jobless insurance rates.

Unemployment is hovering just below the 7% level, he pointed out. But the amount of money being paid out under the federal-state system has been curtailed because of cutbacks initiated by the Reagan Administration with the enthusiastic backing of employers.

The Reagan assault has resulted in tougher standards which have disqualified large numbers of workers from receiving regular benefits, while the elimination of extended unemployment benefits has left the long-term jobless without any assistance, he said.

The result, Seidman declared, is that less than one-third of the unemployed—and virtually none of the long-term

Continued on Page 36

An aerial view of Georgia Power's Plant Scherer, Juliette, Ga.

Union Skills Plus Quality Control Keep Georgia Power Project Below Budget, Ahead of Schedule

The Georgia Power Company has an extensive construction program underway in North Georgia—Plants Scherer, Bartletts Ferry, and Vogtle. Vogtle is a nuclear power facility; the others are fossil fuel. Another nuclear power plant, Hatch, has been completed.

Except for minor work by Brown & Root at Bartletts Ferry, everything is union construction by AFL-CIO Building Trades, including UBC carpenters, millwrights, piledrivers, and other crafts.

Plant Scherer at Juliette, Ga., has employed at peak construction almost 5,000 workers. It's below budget and ahead of schedule—a tribute to the craft skills of union workers and the company's dedication to quality control and safe working practices.

Plant Scherer is a four-unit, fossil-fuel power generating plant. Construction began in 1974 under a project agreement between the Building Trades of Atlanta and North Georgia and the Georgia Power Company. In recent months contractors have employed about 1,200 Building Tradesmen.

Units 1 and 2 have been completed and are operating, and the entire facility is expected to go on line in 1989.

Georgia Power's project manager, Wayne Wilhoit, has stated that the initial start-ups on Units 1 and 2 were the best the company has ever experienced.

"The proof of the pudding is in the eating," was Wilhoit's comment. "The plant's first two units are running exceptionally well due to good construction, good design, good operation, and dedicated quality control."

Quality control checks in all GP plants follow much the same procedure. Inspectors keep daily inspection logs to verify that work is done by engineering and construction procedures, project procedures, and contract specifications.

"If inspectors find problems, they issue change clarification requests or non-conformance reports," says Wilhoit. "And corrections are made. We also do surveillance audits periodically, and our work is audited by the quality assurance department."

About 50 inspectors keep tabs on quality at the Scherer construction site.

"We don't have a quality control

Continued on Page 38

Millwright leaders on the job include, from left, Jim Clark, millwright superintendent and a member of Local 1263, Atlanta; Waylon Morton, business representative, Local 144, Macon; and Larry Calhoun, general foreman and also a member of Local 144.

Sitting astride a steel beam, John Dorough, a civil section inspector, torques a bolt to verify the tension.

Quality control in the mechanical section involves checking this boiler drum, which Barry Peters inspects in Unit 4.

Ottawa Report

METRO BUILDING YEAR

Metropolitan Toronto's building boom exploded last year with a record $1.7 billion worth of building permits issued—a 27% jump from 1984.

The dramatic spurt in permit values means valuable added tax assessment for Metro that officials say will help control future property tax hikes.

Leading the way in 1985 in total value of permits issued was the City of Toronto with a record $572 million worth, up 13% from 1984. The biggest percentage increase was in Scarborough, where permits rose a whopping 59% over 1984 to $483.5 million. Close behind was North York with an all-time high of $411 million in permits, a 44% increase over the year before.

Tiny East York witnessed a 25% hike in permit values, going from $23 million in 1984 to $29 million last year, while Etobicoke's permits slipped 4% from 1984 to $197.5 million and York slipped 7% to $23.1 million.

"It's good news for the tax base and good news for the construction industry," said Toronto Building Commissioner Michael Nixon. "We've had six consecutive years above $500 million so we're avoiding the cyclical bust and boom periods."

The Toronto Construction Association is "very pleased" with the latest trends, said executive director Cliff Bulmer. "This year looks slightly better than 1985 and 1985 was significantly better than 1986."

"I'm very excited," said North York Mayor Mel Lastman. "This helps keep taxes down and creates thousands and thousands of jobs."

"We're the home of the billion-dollar downtown," Lastman crowed, explaining there are more than $1 billion worth of projects under construction on Yonge St. between York Mills Rd. and Finch Ave.

Permits issued represent only the value of construction and not direct tax benefits, officials caution. But they say there is a link between added construction and increased tax assessment, and the more money municipalities get from development, the less they have to rely on property taxes.

Nixon said there are already $350 million worth of permit applications waiting to be issued in Toronto for 1986, including $140 million for the giant Scotia Plaza project. Toronto last year issued permits for several big-ticket items, including $38 million for the new Metro police headquarters on College St. and $50 million for projects at Harborfront, he said.

East York's figures were boosted by two new housing projects.

ONE OUT OF FIVE IN '85

Last year, on average, one-fifth of Canada's construction labor force—or 20 people out of every 100— was unemployed.

Year-end figures released by Statistics Canada recently show Canada had a total construction labor force of 733,000, on average, in 1985. On average, 147,000 of those people were unable to find work in any given month.

The industry's average jobless rate is also 7% higher than the average 1985 construction-unemployment rate in the United States.

CHARTER CASES ARE THREAT

For Canada's labor movement, the important battles of 1986 may well be fought in the courtroom rather than at the bargaining table or on the picket line, according to Lorne Slotnick, writer for the *Toronte Globe and Mail*.

"With relatively few major contracts expiring this year, attention will focus on more than a dozen labor-related Charter of Rights and Freedoms cases before courts across the country. For unions, the cases represent a costly and fundamental challenge to their power and effectiveness," states Slotnick.

Before the year is out, labor should have at least some indication of whether the 4-year-old Charter is going to mean a disaster or just a false alarm.

Labor's problem with the Charter is simple: unions derive their strength from collective action, from the majority imposing its will on the minority; the Charter, however, is the shining light of individual rights, designed to benefit those who feel they have been oppressed by majorities.

Moreover, the Charter hands enormous power to judges, who, with some exceptions, have traditionally ruled against workers' organizations.

REGINA CONSTRUCTION LOW

Construction in Regina, Sask, plunged to its lowest level in more than a decade, last year, with year-end figures showing $138 million worth of building permits issued in 1985.

The final figure is down 20% from the $172 million in permits issued in 1984 and is the lowest total since 1974.

SASKATCHEWAN RULING

The Saskatchewan Labor Relations Board has called for "war on the streets" with its decision that employers are no longer bound by expired contracts during negotiations, a union official told the *Toronto Globe and Mail*.

The board made its ruling in January in an unfair labor practice suit brought against Canada Safeway Ltd. of Winnipeg by the Retail Wholesale and Department Store Union.

"What you're going to see is no contract, no work," said John Welden, president of the Prince Albert and District Labor Council. He said labor groups in Prince Albert will join unions across the province to "do everything in their power" to see the decision overturned.

Labor News Roundup

'Buy American' cars not popular around White House

In the exclusive White House parking lot, it's foreign imports three-to-two.

That's what a Scripps-Howard News Service reporter found in checking 72 cars belonging to high-level White House staffers entitled to use the special parking facility.

Forty-three of the vehicles were foreign-built, most of them from Japan. The import ratio of close to 60% in the White House parking lot is nearly double the foreign penetration of the U.S. auto market.

Auto imports have risen sharply since President Reagan abandoned the voluntary restraint agreement that set an annual ceiling on Japanese cars sent to the United States. If the parking lot survey is a barometer, "Buy American" isn't a very popular slogan around the White House these days.

Elderly care is worker concern, survey finds

Caring for elderly relative or friends is a second full-time job for a significant number of workers, according to a survey conducted by the 30,000-employee Travelers Corporation in Connecticut. Among a sample of home office employees surveyed, 20% are providing some form of care for an older person, while 8% devoted 35 hours or more a week to the task—as much or more time than they put in at the office.

The Hartford-based company, one of the world's largest diversified insurance and financial services corporation, conducted the survey last June to determine how many employees care for elderly people, what kinds of care they provide, and how this responsibility affects their private and professional lives. The company is now developing a dependent care program as an employee benefit.

Female workers were found to be the primary caregivers, with 69% of women respondents replying that they provided care to elderly relatives, as compared with 29% of men. A large number of respondents were members of the "sandwich generation"—in their 30s and 40s and raising young children as well as caring for older relatives. Many reported that the demands of work and the household are stressful, and only one in five of the respondents said they never felt that caregiving interfered with other needs and family responsibilities.

Management pay in construction is averaged

Average total compensation for presidents of construction firms which reported more than $250 million in revenues during 1985 was $196,324, according to Personnel Administrative Services, Inc., of Ann Arbor, Mich.

Board chairmen of multi-million-dollar construction firms did even better, averaging $244,276.

The highest average base salary for presidents was found in firms performing industrial construction, with an average base of $113,200 before bonuses and benefits.

Promises! promises! with union contract it's guaranteed

An at-will employee who was fired without severance pay or pension benefits after working for the Arkansas Book Company for 49 years failed to convince the Arkansas Supreme Court that the company should be held liable for intentional infliction of emotional distress. Employers that discharge at-will employees cannot be held liable for emotional distress unless the manner in which the discharge is accomplished is "so extreme and outrageous as to go beyond all possible bonds of decency and be regarded as atrocious and utterly intolerable in a civilized community," Justice Dudley said. "The discharge of a long-time employee alone does not meet this test."

Wilford Harris worked for the book company from 1930 until 1979. While Harris had no written employment contract and the company had no pension plan, he had been assured by a former owner of the company that he could work until retirement and that he would receive some form of pension. However, he subsequently was fired with no severance pay or pension benefits, and the company contested his unemployment compensation claim. The trial court found Harris had no claim against the company for intentional infliction of emotional distress—a "tort of outrage."

Harris presented no evidence of an employment contract with the company except for letters from previous owners concluding with such phrases as "looking forward to a continued employment or association for many more years," according to Justice Dudley. "A supposed breach of vague assurances of long-term employment does not constitute the tort of outrage," the court says. Nor does the company's failure to live up to the previous owner's assurances that Harris would receive some type of benefits under an "undefined pension plan" constitute intentional infliction of emotional distress. The court relates that the company has no policies or handbooks establishing a pension plan.

Ontario civil servant gets pro-choice exemption from dues

An Ontario civil servant who opposes abortion has been granted an exemption from paying a portion of her union dues because of the pro-choice stand taken by her union.

The decision by the Ontario Public Service Labor Relations Tribunal says Rose Marie MacLean, a devout Roman Catholic who works for the Ministry of Community and Social Services, falls under a religious exemption to compulsory union dues.

The ruling said Mrs. MacLean, a member of the Ontario Public Service Employees Union, should donate to charity the portion of her dues that the union would otherwise spend furthering its position on abortion rights.

The decision appears to be the first in Canada that says opposition to abortion can be included as part of a religious exemption, and also the first that exempts a worker from only part of his or her union dues. Most Canadian and U.S. unions have not taken, and do not expect to take, a position on such a social issue.

But the ruling is emphatic in declaring that unions have the right to take stands on political and social issues—except that "employees with strong religious convictions should not be compelled to subsidize ideological activity by the trade union which conflicts with their religious conviction or beliefs."

Rather have the title or the overtime pay?

Tired of being considered a "peon" where you work?

Cheer up. It's possible for your boss to transform you, overnight, into a "professional" or even an "executive."

The U.S. Labor Department says that workers getting paid as little as $155 a week—$3.87 an hour—can be classified as "executives," while those making $170 can be put into the "professional" category.

If you're making $250 or more a week, there's even more exciting news. If your boss defines your duties the right way, you could become a "high-paid executive."

There's only one catch. If you move into one of those classifications, you'll lose your overtime pay.

The Reagan Administration is taking a look at the regulations, but hasn't said whether it wants to change the salary or duty tests.

President Carter tried in 1981, but employers objected, saying the new salary tests were too high.

After all, who knows "professionals" and "executives" better than the boss?

America's Second Major Deficit:

$150 Billion in Second Mortgage (Equity) Loans

The relaxing of state usury laws opens up a whole new field for fraud and unscrupulous money changers.

Some Americans are in hock up to their eyeballs today, thanks to bank deregulation, the easing of usury laws, and so-called home equity loans.

In some states fly-by-night lending institutions are enticing home owners to go into ever deeper debt through home equity loans with interest rates which range as high as 25% and balloon payments that bring about eventual foreclosure.

Many hapless home owners, far behind in credit-card payments, car payments, and the like, never stop to realize that a home equity loan is simply a fancy name for a second mortgage, and, if a second mortgage is not paid on time, the second mortgage holder might come and take the house away.

According to a recent article in the *Wall Street Journal* there is a fellow in Virginia who calls himself "The Mortgage Doctor." For a $1,500 fee he recently directed a homeowner to a lender who charged $6,581 in up-front fees on a $17,959 equity loan! The lender knew or should have known that such a loan couldn't be repaid. The borrower pleaded in a Virginia state court for redress, but it was too late. The deed was done.

The newspaper article tells of Angelo Lovaglio of Brooklyn, N.Y., who advertises mortgage loans but isn't a mortgage banker. His company isn't a licensed lender nor is it listed in the telephone book. Mr. Angelo, as he calls himself, is a loan arranger. His ads promise "no income or credit check." Just sign on the dotted line.

Borrowers accustomed to dealing with more traditional mortgage bankers will find reputable lending institutions trying to compete with "credit arrangers" who play by different rules—whatever the money market will bear.

Several years ago the federal government moved to ease banking regulations as a method of curbing inflation and stimulating the economy. All it succeeded in doing was create a short-term, get-rich-quick banking system of short-term, high interest loans, money market certificates, premium offers for new accounts, and equity-credit mortgages.

Second mortgages were once largely used by consumers only in extreme emergencies, usually to pay off other debts. But as home owners' equity increased because of rising property values, many large financial institutions could no longer ignore this largely untapped market and began promoting equity loans for many different purposes.

Some mortgage lenders are finding it profitable to lend to high-risk customers because of the raising or the outright abolishment of many state usury ceilings. If the State of Delaware, for example, raises its allowable interest ceiling on loans, the banks incorporated in that state quickly develop a lucrative credit-card business, stretching across state lines. Then a next-door state like Maryland is faced with lobbyists from its own lending institutions trying to raise the interest ceiling in its state assembly, and on and on and higher and higher it goes.

Bankers' Wish List

The U.S. House of Representatives recently passed House Resolution 2443, a bill to give bank customers more timely access to their deposits. Instead of having to wait for days for a check to clear, banks have now been given an ultimatum on how long they can hold back a check before it is cleared with the bank of origin.

In recent years some banks have been able to reap additional profits by using these delayed funds for their own investments.

"The banks, unabashed by their billions of dollars of profits from the delayed funds, are now demanding a variety of new powers as a quid pro quo for giving consumers the right to their funds as provided by H.R. 2443," according to Congressman Fernand St. Germain of Rhode Island.

"No sooner had the house acted than rumors began circulating around the lobbyists' watering holes that the banks, who have lived high off the delayed funds game, planned to exact a new price from the consumer. . .

"Sure, we'll let our customers have their money, if the Senate lets us dabble in retail businesses, the securities market, insurance, and whatever high-risk investment happens to come along—of course, all the while with fewer regulators looking over our shoulders."

The Congressman comments that it will be interesting to see whether the Senate will protect consumers' basic rights without having to pay a further price.

"The merits of the various items on the banks' legislative wish list should be decided on their own and not piled on the blistered shoulders of the already overburdened American consumer."

Second-mortgage indebtedness has more than doubled since 1982 to a record high of $150 billion. This is partly due to rising property values and the growing number of companies that make such loans. In New York, for example, the number of state-licensed mortgage bankers, many of whom only make equity loans, jumped to 136 in 1985 from 54 just two years ago. The total is undoubtedly much higher, however, because equity lenders who make fewer than 20 loans a year need'nt be licensed in the State of New York.

"If you don't want to be licensed in New York, you can do 19 (loans), then form another corporation and start again," says Howard A. Baumgarten, a New York state banking official. Adds another state banking official, "It has been done."

Spotty state regulation is cited by some consumer groups as the reason homeowners often borrow more than they can afford to repay. The National Consumer Law Center in Boston, Mass., reports that equity lenders are responsible for "a startling growth of home-foreclosure problems." Says Irv Ackelsberg, a lawyer with Community Legal Services in Philadelphia, Pa., "That home is often the only thing that separates the borrowers from the bottom. To prey on them is despicable."

Indeed, state regulators are finding mounting casualties of more liberal lending practices. In South Carolina, one equity lender foreclosed on 130 houses in a recent 2½-year period. In New York, borrowers lodged more than 250 complaints last year against mortgage bankers, compared with 133 complaints the previous year. Not all of

Continued on Page 15

Diabetes: A Deadly Disease Believed Curable

It is one of mankind's most familiar, yet misunderstood diseases. It strikes so many people—1 in 20 Americans has it—it has become commonplace in our lives. It can be so effectively treated for many of its sufferers—a daily shot is all that's necessary—that its devastation is largely unseen. And it has been around for so long—it's talked about in the Bible—that people consider it to be a simple fact of life.

It's diabetes, the "sugar" disease. And it is a lot more serious, and a lot more deadly than most people realize.

Consider these grim statistics: 1,600 people are diagnosed with diabetes *every day*. It kills 822 people *every day*. It blinds 96 people *every day*. It leads to leg and/or foot amputations for 110 people *every day*. And its various other complications hospitalize more than 5,500 people *every day*.

In the face of these statistics, it's amazing that so many people think that diabetes is nothing more than a minor inconvenience easily treated with a daily shot of insulin. Not true.

For many diabetics, their condition *is* treatable with a daily shot of insulin. But this is a treatment that merely forestalls the inevitable onset of the many complications which arise from diabetes, including death. Insulin is not a cure, and doctors involved in diabetes research bemoan the fact that the public thinks it is.

The discovery of insulin in 1922 allowed doctors to combat the principal cause of diabetes: the body's failure to produce insulin on its own. Insulin is a hormone needed to convert sugar, starches and other food into the energy needed for daily life.

Tremendous strides toward a cure have been made at the Diabetes Research Institute. Only the construction of a new facility in which to continue the research is delaying what doctors believe is the imminent discovery of a cure.

Leaders of the American labor movement have been so impressed with the Institute's recent progress, which included a new transplant treatment curing diabetes in dogs, that last year they committed to raising the funds necessary to build the new facility. They have organized the "Blueprint for Cure" campaign co-chaired by UBC General President Patrick J. Campbell, to involve all of organized labor in the fundraising effort.

Among the recent contributors to Blueprint for Cure are the following individuals and organizations:

Victor Balt
Harry Blue
Terrance Blue
Frank Catalanotto
John L. Diver
Robert C. Ericsson
James Fallon
Richard Gustafson
Hugh F. Hamilton
John Hanela
Thomas D. Hohman
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Norman Neilan
Wayne Pierce
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George Zastrow

Local 24
Local 839 raffle
Local 964
Local 1006
Local 1050
Local 1100
Local 1539
Local 1772

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In memory of Louise Ruto
In memory of Charles Trifiletti

Local 142
Local 272
Local 370
Local 1856
Local 1911
Local 2298

Washington D. C. District Council

Ladies Auxiliary No. 3
Ladies Auxiliary No. 554

Check donations to the "Blueprint for Cure" campaign should be made out to "Blueprint for Cure" and mailed to General President Patrick J. Campbell, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

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CLIC UPDATE

HR 281, Double Breasting Bill, Requires Your Immediate Attention

House Resolution 281, now before the U.S. Congress, is the so-called "double breasting bill." If passed by both houses of Congress and signed by the President, this bill would make it harder for construction companies with union contracts to set up non-union companies on the side as a way to obtain low-bid jobs and undermine union contract standards and work practices.

The bill passed the House Education and Labor Committee last summer. As we go to press, it still awaits floor action. Congressmen must be made aware of how important this bill is to Building Tradesmen and particularly, in our case, to Carpenters, Millwrights, and the other construction craftsmen and women in our ranks.

The bill provides that separate firms performing similar construction work will be considered a single employer if there is common management or ownership of the firms.

The Associated General Contractors and other management organizations have mounted an attack on H.R. 281, claiming that it attacks worker and employer freedoms. What it would actually do is eliminate the subterfuge under which contractors with labor-management agreements are able to deny job rights and union wages and working conditions through dummy companies.

It is vitally important to union members protecting their hard-won contracts that H.R. 281 is passed by the House and eventually enacted into law. CLIC urges UBC members to write the congressmen as soon as possible, asking that they support H.R. 281 and eliminate double breasting from the construction industry.

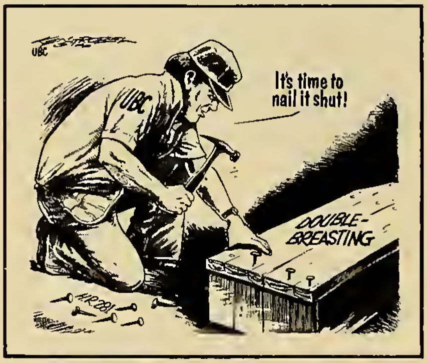
Write: Congressman ____________, U.S. House of Representatives, Washington, D.C. 20515.

●

CLIC, the Carpenters Legislative Improvement Committee, is the voice of UBC members in Washington, D.C. It is supported by voluntary contributions from concerned members. And if ever there was a year for membership concern, 1986 is the year. After four years under an anti-union Administration, 1986 is the year to affect a change as all 435 House seats and one third of the Senate seats will be up for election.

CLIC contributions go to men and women of both parties to best serve UCB members' needs. CLIC was busy in 1985 monitoring legislation in Congress. Much of this legislation is still pending, such as H.R. 281, the "Double-Breasting Bill"; H.R. 1616, the "Plant Closings Bill"; H.R. 268 concerning taxation of certain employer-paid benefits; H.R. 472, the Davis-Bacon Reform Act; and H.R. 2178 concerning employee exposure to end release of hazardous substances.

The 1986 campaign for CLIC membership contributors was kicked off in January, and the general officers all urge member support through donations and direct contact with members of Congress and the Senate to engender support of UBC positions.



L-P Waferboard Expansion Forced Into Canada

L-P's major expansion of waferboard mills in the U.S. was sidetracked when the company last month announced it would be building a waferboard plant in Dawson Creek, British Columbia. L-P, no stranger to environmental problems, stated that the aggressive enforcement of environmental regulations by the Western states prompted its move hundreds of miles north of the Canadian border.

UBC members and affiliates have actively participted in environmental review processes in states throughout the country when air and water emission permits are being considered at new L-P plants. An initial permit denial and subsequent revocations of operating permits have resulted at L-P's two waferboard plants in Colorado and a current lawsuit by Local 3074, Chester, Calif., has blocked construction at L-P's planned waferboard mill in Sierra County, Calif. The construction delay at the Sierra County mill, which was to supply the San Francisco area market, in large measure prompted to the move to Dawson Creek, which will now service the San Francisco market from thousands of miles away.

A payroll checkoff system for CLIC has been instituted among the seven local unions of the Baltimore, Md., and Vicinity District Council. The 1985 contributions to CLIC under this system totaled $10,000, and William Halbert, secretary and business manager of the council, right, recently presented the checks to General Treasurer and CLIC Director Wayne Pierce.

Home Equity Loans

Continued from Page 13

these complaints involve home-equity lenders, but many do. The growing volume of complaints is even more significant because complaints traditionally tend to drop as interest rates fall, say New York banking officials.

Partly as a result of these complaints, New York Gov. Mario Cuomo recently formed a task force to study mortgage banking in his state. "People who are hocking their equity in their house may not be aware that their payment may be more than they can handle," says Stanley Greenstein, a mortgage consultant and task-force member. "We have lenders who are willing to lend money without any credit check or verification of income. That's relatively new."

Classified ads in many metropolitan newspapers underline this point. "Credit problems, foreclosures, judgments & repos. no problem," states one recent ad in a New Jersey newspaper. Another says, "Loan based SOLELY on the equity in your home regardless of credit or income." Mr. Okun, the New Jersey mortgage banker, defends such advertising. "This is America," he says. "It's not for bureaucrats to decide whether somebody can borrow money or not." He declines to comment on specific loans but says, "I have a lot who make it (repay the loans) and a few who don't."

Home-equity lenders not only seek customers through classified ads but also rely heavily on brokers to steer them business. These brokers, who often portray themselves as lenders in advertisements, tell homeowners that they will find them the best loan deal. But it doesn't always work out that way.

1985 Financial Figures Indicate Dismal Year For Louisiana Pacific

End of the year financial figures for 1985 issued by L-P revealed that despite major increases in the company's wood products production capacity, sales for the year were stagnant. The figures showed weak profit performance, with the income generated from operations lower than in the two previous years. The yearly earnings per share total of $.72 contrasts to $1.19 earnings per share figures in 1984. The $.72 per share also contrasts dramatically with the projected earnings estimates from L-P stock analyst's such as Merrill Lynch whose estimates for the 1985 earnings began as high as $5.00 per share.

The 1985 financial results for the struck company reflect a continuation of depressed economic performance which has afflicted L-P since the strike began in 1983. Neither the company's earnings performance nor the value of the company's stock have achieved pre-strike levels. The UBC's national labor-consumer boycott and corporate campaign have been instrumental in producing the earnings slide at L-P.

Special Strike Support

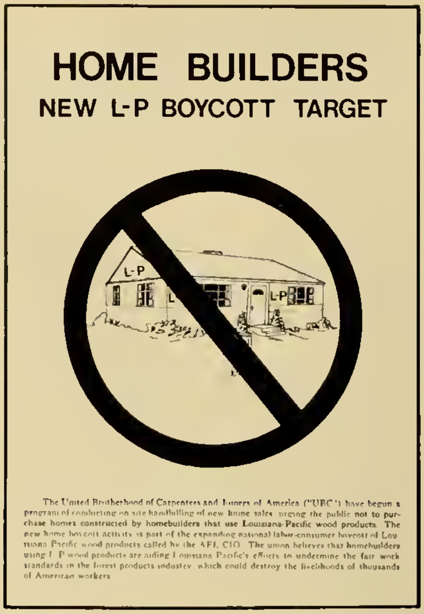
Local 1622, Hayward, Calif., member Ernie Bult, pictured above, left, with UBC Representative Lloyd Larsen, has provided weekly support to the L-P strikers by transporting food donations to the L-P strikers and their families. The effort of Brotherhood members such as Ernie Bult have enabled the L-P strikers to continue their fight.

L-P Boycott at NAHB Convention

As a part of the on-going attack on L-P, UBC members handbilled the national convention of the National Homebuilders of America held in Dallas, Tex., January 17-19, to inform the homebuilders of the UBC's intensifying boycott actions against residential builders using L-P products. The three day event, which is the largest gathering of U.S. homebuilders, drew nearly 60,000 people to the convention and exhibit center in Dallas.

The handbilling, coordinated by Al Springs, director of the UBC Southwest Organizing Office, and UBC Representative William (Bud) Sharp, informed the convention participants of the UBC's planned nonpicketing boycott activities against homebuilders utilizing L-P wood products. L-P was a major exhibitor at the convention, showcasing its waferboard product to the gathered homebuilders. Director Springs reported that the boycott handbilling effectively alerted the participants to the continuing labor problems at L-P.

As reported earlier in the *Carpenter*, surveys of local residential construction sites in your area should be conducted to determine if L-P products are being used. Appropriate correspondence and boycott handbills have been developed for homebuilders found to be using L-P products. A major portion of L-P's wood product production, particularly its waferboard product, is consumed in the residential homebuilding market.



HOME BUILDERS
NEW L-P BOYCOTT TARGET

The United Brotherhood of Carpenters and Joiners of America ("UBC") have begun a program of conducting on site handbilling of new home sales urging the public not to purchase homes constructed by homebuilders that use Louisiana-Pacific wood products. The new home boycott activity is part of the expanding national labor-consumer boycott of Louisiana Pacific wood products called by the AFL-CIO. The union believes that homebuilders using L-P wood products are aiding Louisiana Pacific's efforts to undermine the fair work standards in the forest products industry which could destroy the livelihoods of thousands of American workers.

The handbill on the UBC's boycott distributed at the NAHB convention.

John M. Overman, Texas Council of Industrial Workers representative, catches an attendant going into the convention.

A. Z. Wright, retired member of Dallas Local 2848 distributes L-P boycott handbills at the NAHB convention.

Connecticut Gives $5,200 to Strikers

William Arena, Local 210 president, Western Connecticut, presents U.B.C. L-P Regional Boycott Coordintor Stephen Flynn a $5,200.00 check in support of the L-P Strike Fund.

Al Spring, Southwest Organizing Office director, and Bud Sharpe, task force organizer, outside the Dallas convention center.

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CONSTRUCTION CRAFTSMAN

Measured Shop Drawings For American Furniture
Thos. Moser

Meticulously labelled working plans for over 70 table and desks, chests and cabinets, beds and headboards are covered in this book by Thos. Moser whose factory in Maine has become famous for tranquil clean lines. These simple classics, rooted in rural 19th century America, are designs that have evolved over time to suit the needs of the people that use them. Contained in the book are over 500 photographs and line drawings. Scale drawings for variations on the same piece are provided so crafts people can change and expand the piece to fit their own tastes and requirements.

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Charles R. Self.

What unique combination will lure a hummingbird, an owl, a chickadee, or a bluebird into your backyard to stay? The right kind of house and feed, says author Self, and he shows precisely how to construct over 41 different kinds of birdhouses and other structures that will make the birds you want to attract safe, comfortable, and happy. He covers the best woods to use, which designs will suit the birds you want, and how to construct each project.

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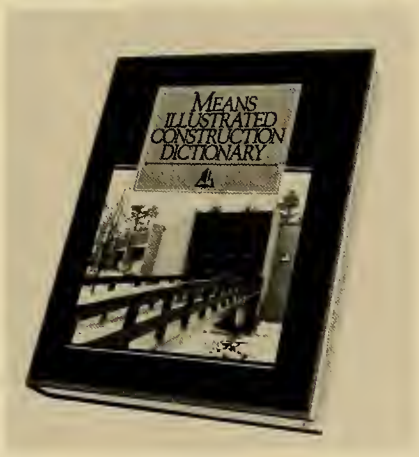
MAKING BIRDHOUSES & FEEDERS
Charles R. Self

Means Illustrated Construction Dictionary

Another on-the-job reference work where even experienced professionals can turn for immediate answers about construction terms is the *Means Illustrated Construction Dictionary*. Whether a question falls in the field of architecture, contracting, engineering, or estimating, this easy-to-use construction dictionary has the information. Filled with illustrations, the over 450 pages contain more than 12,000 definitions of terms.



Published by R. S. Means Co., Inc., 100 Construction Plaza, P.O. Box 800, Ingston, MA 02364-9988. $59.95 hardcover.

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Industrial unions urge trade law actions on labor standards violators

The AFL-CIO Industrial Union Department has called for vigorous enforcement of provisions of U.S. trade laws that require compliance with internationally recognized labor standards by nations receiving preferential treatment in trade with the United States.

Recently enacted laws that require observance of international standards include legislation setting up the Caribbean Basin Initiative and measures that reauthorized the General System of Preferences and the Overseas Private Investment Corp.

A resolution adopted by the IUD executive council said enforcement of these provisions could bring about a significant improvement in workers' rights in nations that sell their products in the United States.

To carry out the legislation, the IUD said, the United States should insist that its trading partners observe International Labor Organization conventions guaranteeing the right of workers to organize and bargain collectively, and requiring effective occupational health and safety standards.

Imports produced under "working standards and conditions which violate internationally accepted levels" have contributed to job losses in the United States, the IUD noted. "Using the power of our marketplace to oblige these countries to meet international standards will benefit not only their workers but our own as well," the resolution asserted.

Following each day's morning sessions, conference delegates went to Capitol Hill to meet with their senators and representatives to urge action in both the trade and occupational health and safety areas.

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Take the Vaughan Rig Builder's Hatchet, for example.

A useful tool for rough construction and framing, this hatchet has an extra-large, crowned milled face and a blade with a 3½″ cut. Its 28 oz. head and 17½″ handle put power into every blow. Full polished head and select hickory handle make it look as good as it feels to use.

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85% in '85 Cap, Jacket Winners

"Get on Board the UBC Express"

Reports on the success of the UBC's "85% in '85" organizing program in the South and Southeastern States were still coming in during the opening weeks of 1986.

In this special organizing effort among local unions of District 4 and the UBC Southern Industrial Council attempts were made to enlist at least 85% of the work force in each industrial plant under contract with the UBC. Members who signed up five or more members during the drive received red windbreakers with the UBC organizing emblem and UBC caps.

Early in the campaign, Local 2316, Boykins, Va., signed up 50 new members; Local 2392, McKenney, Va., signed up 20; and Local 3011, Wilson, N.C., added an additional 20.

The campaign is continuing in 1986 with the slogan, "Get on Board the UBC Express." Members can get more information about the program from their local officers.

Barbara Morgan, Brenda Billabee, and Mertie Griffin, shown above, were jacket-and-cap winners in Local 2392, McKenney, Va. A fourth employee of Keller Aluminum Furniture who won a jacket and cap was Dorothy Rainey.

Local 3011 employees of Hackney Bros. Body Co., Johnny Jackson and Marvin Joyner with UBC jackets and caps. Addie Eatman and Dennis Weaver also won jackets and caps.

Steward Training

MILLWRIGHT
LOCAL
2411
JACKSONVILLE
FLORIDA

JACKSONVILLE, FLA.

Representative David Allen recently conducted training sessions for stewards of Millwright Local 2411.

Pictured, front row, from left, are Bobby O. Moore, A. H. Strickland, Larry Manges, Norman Miller, Christopher Doyle, and D. E. Nettles.

Middle row, from left, are Hubert Nettles, Danney Barrentine, Martin Roberts, David Allen, Chesley Manus, Lewis Jones, and Paul Thomas.

Back row, from left, are Paul French, Wayne Alford, Jimmy Kinlaw, E. R. Mayberry, Ken Lockwood, and Paul Thomas.

FALL RIVER, MASS.

Nine members of Local 1305 recently took the UBC's "Building Union" construction stewards' training course, which was conducted by Task Force Representative Stephen Flynn. Flynn was assisted by Business Representative Bernard Skelly.

The group included, front row from left, Manny Silva, Ken Corriea, Nanci Lown, Bob Lopes, and Dana Welch. Back row from left, Wally Ainsworth, Business Representative Skelly, Norm Landreville, and Ron Rheaune.

ASHLAND, MASS.

Certificates have been issued to 19 members of Local 475 showing completion of the "Building Union" construction stewards' training program. Task Force Representative Stephen Flynn conducted the classes.

Participants shown in Picture No. 1: Seated, from left, are James Bucchino, Dennis Lanzetta, Acey Knowles, and Stanley MacPhearson. Standing, from left, are Martin Ploof, business representative, an instructor; Mark Reil; Jon McDonough; Chris Iarussi; Thomas Rowley; and Leo Ouellette. In Picture No. 2, seated, from left, are Richard Lee, Buddy Santosuosso, Fred Neiderberger, and George Wright. Standing, from left, are Walter Jodrey, Chauncey Cann, Clarence Smith, Albert Gonneville, Anthony Camuti, John Smith, and Representative Stephen Flynn.

VICKSBURG, MISS.

Nine members of Local 2147 recently completed the UBC steward training program. Three members are shown—Nellie Hicks, Lillian Brown, and Rubye Blackman. Others who participated included Reola Marshall, Mytell Alexander, Ceneva Phelps, Elisabeth Cosby, Carolyn Ellis, and Rosie Thomas.

LOUISVILLE, MISS.

Stewards and members of Plywood Workers Local 3181 recently completed a steward training program. Seven members took the course. Shown in the picture are Marvin Knowles, Mack Young, Eddie Mayo, Robert Richardson, and Leroy Gill. Not shown are Paul Coburn and Shelton Cooper.

ATHENS, GA.

Among the recent graduates of the UBC steward training program are the five members of Local 3078 shown in the accompanying picture—Clayton Patman, Phillip Maviro, Frankie Snodgrass, Ezell Echols, and Dale Allen.

LOCAL UNION NEWS

Missouri Members Donate Labor for Boys Town Barn and Stalls

Seventeen members of Local 2298, Rolla, Mo., put in 200 hours of volunteer labor to build 27 horse stalls and a new barn for Boys Town of Missouri. The stalls are needed to shelter the horses that pull the Boys Town Wagon Train each spring. The work was done in three weekends.

Vince Scidone, business representative for the Rolla area, coordinated the effort, but the praise goes to the 17 carpenters who did the work. All members of Local 2298, they were Paul Borders, Jack Butler Jr., Jack Butler Sr., Jeff Butler, Jim Butler, Don Davidson, Vick Giannobile, Richard Gollahan, Noel Hill, Vince Lombardo, Wayne Richmond, David Rinck, Vince Scidone, Bill Setzer, Paul Shelton, Luther Sooter, and Steve Whitson.

The carpenters from Local 2298 that volunteered their time for Boys Town included, from left, Jeff Butler, Vick Giannobile, Vince Lombardo, Jack Butler Jr., Steve Whitson, Jim Butler, Vince Scidone, and Jack Butler Sr.

Nova Scotians Celebrate 100 Years in the United Brotherhood

A group of over 700 Brotherhood members and their guests recently gathered in Hailfax, N.S., to commemorate the 100th anniversary of the founding of Local 83. Highlights of the convention included a keynote address by Ninth District General Executive Board Member John Carruthers and the presentation of *The Craft Transformed*, a book on the history of carpentry and the union in the region. The book was undertaken as a centennial project.

Nova Scotian carpenters have seen a great deal of growth and change in these last 100 years. The theme of the anniversary convention was "Partners in Nova Scotia's Growth for 100 Years." And members are already planning to be an important part of the next century. Local 83 has become involved with education and apprentice programs offered by the government that will ensure that their members are among the most well-trained carpenters in the future.

Local 83 President Paul Wile presents The Craft Transformed *to the convention delegates pictured above left. Pictured at right are some of the over 700 who were present at the 100th anniversary celebration for Local 83, Hailfax, N.S.*

Aid For Eyesight

Carpenters Local 510 Berthoud, Colo., presented a $1,000 check to the Aimee Afdahl Fund at a recent Lions Club Pancake breakfast.

Aimee, an 18-month-old Loveland, Colo., girl, is a victim of retrolentalfibroplasia, a disease that took her sight shortly after birth. In an effort to regain vision, Aimee has undergone a number of operations in Boston, Mass. More of these trips will be necessary, and the traveling costs are draining family finances.

Gary Knapp, representing Carpenters Local 510, presented the check to Aimee's grandfather, John Keefauver. The money came from the UBC's Helping Hands Fund, and is specifically meant to assist in correcting Aimee's blindness.

The check presentation occurred during a pancake breakfast the Berthoud Lions Club sponsored on Aimee's behalf. All proceeds from the breakfast were turned over to Aimee's family.

Local 1780 Fills in for Santa Claus

Members of Local 1780, Las Vegas, Nev., took a little time this past Christmas to share some holiday spirit with the senior citizen residents of Nye General Hospital in Tonopah. LaMar Lister and other Local 1780 members purchased $500 worth of gifts which were then distributed on December 23—just in time for the holiday. After the carpenters had played Santa Claus and presented all the gifts, a group of carolers from a local church arrived to entertain the residents for the evening.

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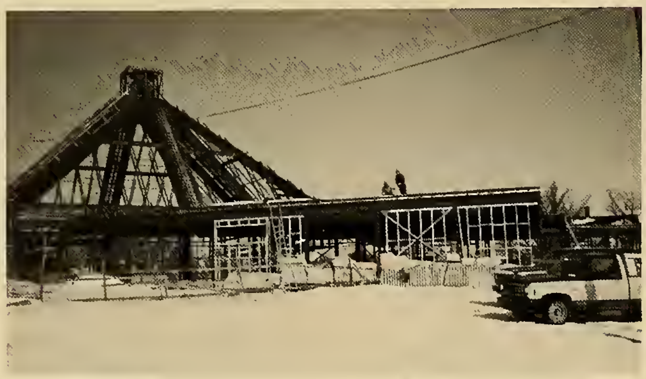
Attend your local union meetings regularly. Be an active UBC member.

Sydney Local 1588 Enjoys Holiday and Construction Activities

Local 1588, Cape Breton Island, Sydney, N.S., held a dinner dance during the holidays with Jim Tobin, a task force representative, bringing greetings from the general office. The dinner was an opportunity for members and their spouses to relax and enjoy socializing, eating, and dancing, and from all reports, enjoy they did!

Another project in the works for Local 1588 is the construction of St. Ann's Church, Glace Bay, Cape Breton. The building combines structural steel and wood frame with the interior ceiling of the main church constructed entirely of wood. Construction is being done by M. Sullivan and Sons Ltd.

A full house enjoyed the festivities at Local 1588's dinner dance.



A wood-and-steel-framed St. Ann's church building is under construction in Cape Breton, Sydney, N.S.

Disability Check Won

After a two-year fight for justice, Chief Steward Clifford Shepard, left, a Local 2848 member employed by Overhead Door Corp., was finally able to present a weekly disability check for $500 to Harold Byrd, center, a former employee at the plant. Also present was James E. Berryhill, Local 2848 president.

San Diego Member vs. Drug Abuse

After watching a friend's teenage son struggle with drug addiction for three years, San Diego, Calif., Local 2020 member Jim Noel felt he needed to do something to help other young people "avoid making the mistake that can ruin your life." So he started his own media blitz with cards and bumper stickers he had printed with "Real Friends Don't Encourage You To Do Drugs" and "You Gota Be Sick To Take Drugs When You're Well." Noel then sent the stickers ($1.00 a piece to Jim Noel, 3989 Texas Street, San Diego, CA 92104) to friends, politicians, students, and celebrities all over the country. He has received many appreciative letters, including one from Nancy Reagan who thanked him for taking "the time and trouble to send me such an encouraging message."

SHIPMATES REUNION

U.S.S. Marblehead, CL-12, all former shipmates will meet for a reunion in June 1986, Philadelphia area. For more information write: Joe Grantham, Secretary, T.F.R.V., Route 2, Box 48A, Wildwood, FL 32785.

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APPRENTICESHIP & TRAINING

California Drywall/Lather Apprentice Training Center First of its Kind

The new Kiefer-Paquette training center in Hayward, Calif., was recently dedicated at a ceremony attended by over 250 people. The drywall/lather training center, the only one of its kind in the country, is over 13,000 square feet and is also the headquarters for the Northern California office, staffed by four full-time employees serving the growing apprenticeship community. The drywall/lather apprenticeship program in Northern California presently has over 800 apprentices.

Guest speakers at the event included Hayward Mayor Alex Guilani, Carpenters State Council Executive Secretary Anthony B. Ramos, Northern California Drywall Contractors Executive Director Ronald Becht, California Drywall Contractors Association Past President Ed Ryan, UBC General Representative Paul Welch, and Carpenters 46 Northern California Counties Conference Board Executive Director Larry Bee.

The center was named for Joseph Kiefer and Robert Paquette, who together have over 60 years of service to apprenticeship and the industry. The dedication was done in the memory of the late Glen Parks, past business representative of Local 88-L whose dedicated service and help was instrumental in making the training center a reality.

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Attend your local union meetings regularly. Be an active, voting member of the United Brotherhood of Carpenters and Joiners of America.

CALIFORNIA

The new Kiefer-Paquette training center is pictured, top, along with VIPs gathered at the center's dedication ceremony. Speaking is William Woodbridge, drywall/lathers board of trustees chairman, owner of Commercial Interior Builders. Seated, front row, from left, are Kenny Davis of Kenny Davis Plastering; Dean Puthuff, trustee, Local 109L member; Larry Bee; Paul Welsh; Joseph Kiefer, retired carpenter; Robert Knight, trustee, Local 36 member; Johann Klehs, county assemblyman; Robert Paquette, trustee, D & R Paquette Drywall; Ed Ryan, Golden Gate drywall/lather CDCA member; and Anthony B. Ramos. Back row, from left, are James R. Downing, secretary-treasurer of board of trustees, JRD Inc.; Joseph Grigsby, board of trustees co-chairman and assistant to the executive secretary of the Bay Counties district council; James Ellery, trustee, James Ellery Lathing; Romeo T. Otto, trustee, R.T. Otto Lathing & Drywall; Ron Langston, trustee, Sacramento District Council of Carpenters; Tom Pearl, trustee, Local 1280; Dennis McConnell, trustee, Local 2006; Ted Woodard, board of trustees director; and Jerry Witt, trustee, Local 88-L.

Madison Graduates Receive Certificates

Journeymen certificates were recently awarded to a group of Local 620, Madison, N.J., apprentice graduates. Front row, from left, are Dennis Parrillo, Anthony Nucci, Joseph Gessner, Thomas Koller, Samuel Eastridge, Chester Stefanelli, and Matthew Reino. Pictured above, back row, from left, are William O'Neil, John Eschmann, Edward Burrows, Lewis Romano, Robert Hendershot, and Business Manager George Laufenberg. Other graduates, not pictured, were Vito Collucci, Frederick Cone, Michael G. Smith, Orlando Vega, and Eric Engstrom.

Local 1065 Retiree Welcomes Apprentice

New apprentice Kevin Boitz, Local 1065, Salem, Ore., gets sworn in by retired 50-year member Walter Klemp at a recent local union ceremony.

1986 Training Conference

The National Joint Committee has organized a spring conference to discuss and improve training for the craft areas of carpentry, millwrighting, mill-cabinetry, lathing, floorcovering, and piledriving as implemented by local joint committees and/or affiliate bodies.

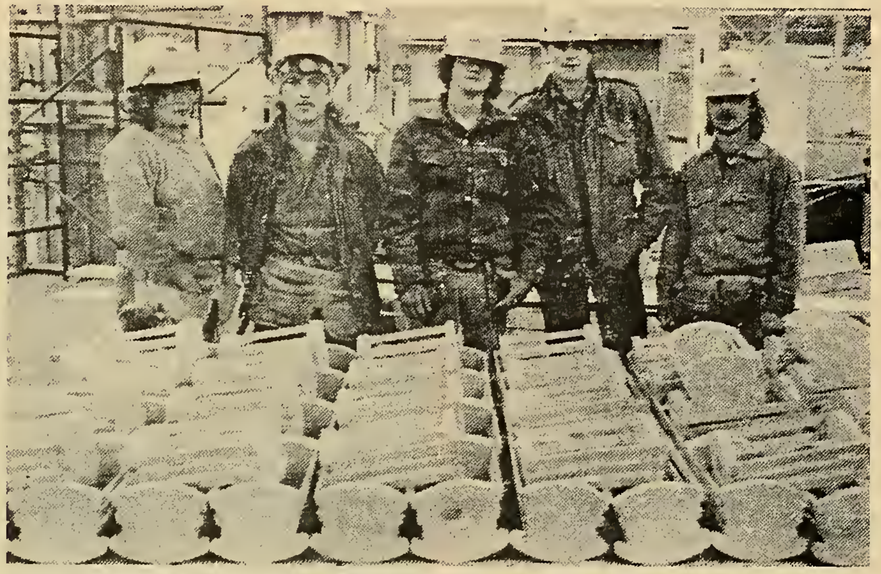
The conference will be held at the Logan Airport Hilton, Boston, Mass., May 5th through 8th. It will begin at 9:00 a.m. Tuesday, May 6, 1986, and conclude at 12:00 noon on Thursday, May 8, 1986. It is suggested that attendees plan to arrive on Monday, May 5, and schedule their departure for Thursday afternoon.

Rates for conference attendees are single, $85; Double, $95. The cut-off date for the special rate is April 4, 1986. Reservations are to be made through the Training Department of the United Brotherhood of Carpenters, 101 Constitution Ave. NW, Washington, D.C. 20001. A $20 registration fee should be forwarded to the Training Department with your reservation request. Checks should be made payable to the United Brotherhood of Carpenters and Joiners of America.

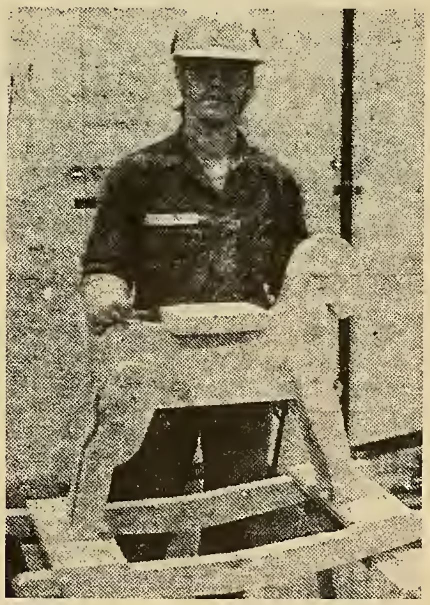
If there are any topics you wish to have put on the agenda for the conference, please submit them to Sigurd Lucassen, 101 Constitution Avenue NW, Washington, D.C. 20001, by March 28, 1986.

"We consider the Conference extremely important to the continuing enlargement of our training activities and trust that those who are directly involved in and supportive of training make attendance of this conference a priority over other conferences, if due to economic problems, some priority has to be established," said Sigurd Lucassen, first general vice president and co-chairman of the National Joint Committee.

Anaconda Corpsmembers Show Spirit of Giving



Melissa Curley, Roberto Urbina, Kraig Schnellback, Tim Smith, and David Stafford are pictured above with the corpsmembers' 90 handmade cradles.



Darren Hosking with the rocking horse he made for Santa Claus to give to some youngster in Anaconda.

Corpsmembers at the Anaconda, Mont., Job Corps center made sure they spread the holiday spirit as far as they could this past Christmas. Together they made 180 wooden toys for distribution to needy children, and one corpsmember, Darren Hosking, made a rocking horse for Santa Claus to give away in a drawing.

It all started when a local organization called the Thrift Center found that their annual Christmas distribution of toys to needy area children was threatened by financial troubles. In 1984 over 800 new and used toys had been distributed to 300 families, and the center planned on only giving away used toys in 1985.

A local paper published a story about the center's problems and the community responded whole-heartedly. More than $1,500 was raised and all kinds of toys were donated, including two dozen dolls handmade by a group of Anaconda women in six weeks and 90 wooden cradles and 90 wooden trucks made by the Job Corps members.

Bob Wolter, an instructor at the Anaconda center said that the wooden toys were just "a slight way of thanking the people of Anaconda for supporting the Center . . . a little good will."

Red Bank, N.J., Apprentice Graduates

At their annual Christmas celebration, the members of Local 2250, Red Bank, N.J., presented awards and certificates of completion to their recently graduated apprentices.

The new journeymen are pictured above. Front row, from left, are Andrew Clark, Blaine Dempsey, Scott Seigh, John Lucassen, Jeff Perry, and Paul Ralph. In the back row, from left, are James A. Kirk Jr., business representative; John Sorenson; Kevin Martz; Patrick Burke; Kevin Tierney; Mike Megill; Dennis Morgan; and Phillip Parratt, president. Not pictured is Ed McDonnell.

Award-winning apprentices from the class of 1985 are pictured at right. From left, they are Paul Gutleber, the top first-year apprentice; Joseph Arneth, top second-year apprentice; Robert Ellwood, top third-year apprentice; Scott Seigh, top fourth-year apprentice, and John Lucassen, second fourth-year apprentice.

CANCER *on the job*

Cancer now affects one out of every four people in the U.S. In 1979 over 2,000 UBC members died of cancer, second only to deaths from heart disease. There are estimates that 23 to 30% of cancers are due, in part, to exposures in the workplace, so one out of 3 or 4 cancers may be due to cancer-causing chemicals at your job.

WHAT IS CANCER?

Cancer is the name for a whole category of diseases all having the same common characteristic of cells growing at a rapid and abnormal rate. If the abnormal cells grow too much, the patient will die. Unlike damage due to exposure to other toxic substances, cancer continues to grow even after the cancer-causing substance (carcinogen) has been removed. It may not show up for 20-40 years. This long period, or latency period, before the disease shows up makes it difficult to identify the cause of many cancers.

PREVENTING OCCUPATIONAL CANCER

To prevent cancers that are caused by occupational exposure, we must recognize possible carcinogenic agents and then work to minimize exposure. The UBC Industrial Safety and Health Department can help you find out if what you are working with can cause cancer.

There are several ways to keep exposures to carcinogens to a minimum:

1. **Substitution.** Find a different chemical that does the same job but does not cause cancer. For example, toluene is often substituted for benzene. Unfortunately, sometimes the substitute seems safe only because we know less about its effects. It may also turn out to be hazardous.
2. **Enclosure.** Exposures can be minimized by totally enclosing a process so none of the material leaks out. This has been effective in the case of vinyl chloride. It can also save the company money since there is less material wasted. The problem is that maintenance crews still are exposed, as are workers exposed in emergency spills. Plus enclosing and automating the process may decrease the number of jobs.
3. **Engineering contols.** Improving the ventilation system can help control exposures. Local exhaust ventilation controls can be very effective if properly designed and maintained. Too often, however, they are poorly maintained, get clogged up, and do not work. Or they are poorly designed and may not do the job. It is just not sufficient to keep adding to the existing system. This can cause the whole ventilation system to become unbalanced and adequate air is not pulled through each section of the system.

Improved sanitation and housekeeping can also help prevent exposure to carcinogens in the workplace. For example, clothes that may be contaminated with carcinogens should not be brought home to be laundered and contaminate the family wash. Change rooms, shower facilities, and fresh work clothes should be provided at work by the employer.

Until exposure is minimized through improved ventilation, we have to insist on a thorough program for personal protection. This would include protective garments, gloves, respirators, and a complete training program in their use and the employer's maintenance program. Such equipment must be NIOSH approved for use against the particular substance you are working with. The most effective equipment for respiratory protection are supplied air respirators which use their own pure air supply. They are also more comfortable to wear. This should *not* be relied on as a permanent solution however. Respirator programs can never be as protective as preventing exposure in the first place by using engineering controls.

The Local has a right to get records from the company of any exposures to chemicals they have monitored, and information on their toxic effects. If they have any sampling of the air done, ask for the results and see how high the levels of exposures were.

One other way to fight cancer in the workplace is by doing your own epidimiological studies, keeping track of what people are dying from at your plant, and trying to corrolate it with their jobs or show that they are dying at a different rate than other "normal" Americans. The UBC Safety and Health staff would also be able to help you do such a study.

Lastly, discuss any suspicions of cancer problems with your fellow workers. By exchanging your own experiences, you will become aware of possible problems early on and the Local can act to demand protection.

TELLING YOUR DOCTOR

Nowadays many cancers can be treated successfully if detected early.

If you do have cancer, discuss the possibility with your doctor that it may be the result of exposures in the workplace. Most doctors know very little about occupational medicine. Medical schools generally devote only four hours to occupational medicine

Continued on Page 36

What the Studies Tell Us

Nasal Cancer and Wood Dust

Nasal cancer is extremely rare. Less than one person in 100,000 gets it. But it is much more common among wood workers than in the general population. There has therefore been concern that wood dust, or certain types of wood dust, may cause nasal cancer

Nasal cancer was first associated with furniture workers in England in 1965 and has since been confirmed in other countries. A number of chemicals that are constituents of certain kinds of wood (as well as some chemicals used in the wood products industry) are suspected of causing cancer. Several studies of workers exposed to wood dust have found nasal cancer (cancer of the nasal passages and sinuses) as well as colon and rectal cancers. In 1981, the International Agency for Research on Cancer concluded that, at least for the furniture industry, there was sufficient evidence to link wood dust exposures and nasal cancer. Hardwoods are suspected of being more hazardous than softwoods. The latency period for nasal cancer from wood dust is about 40 years. More studies are being done to confirm these results. Until such studies are completed, we must exercise caution in handling wood dust because of the suspicions it may cause cancer. In March 1985 the UBC petitioned OSHA to set a separate standard for wood dust of 1mg/m^3.

Formaldehyde and Cancer

Formaldehyde is commonly used in glues, foams, and resins for plywood, particle board, and foam insulation. Only limited evidence has been found that humans exposed to formaldehyde will get cancer. However, recent experiments on rats exposed to formaldehyde resulted in a high rate of nasal cancer. Critics have argued that the rats were exposed to too high a dose and the results are invalid. Other scientists claim this study as evidence that humans may get cancer from exposure to formaldehyde and suggest that the most cautious and protective approach is to treat it as a carcinogen and keep exposure to the lowest feasible amount. In October 1981 the UBC, along with 12 other international unions and the AFL-CIO, petitioned OSHA for an Emergency Temporary Standard to reduce formaldehyde exposures to the lowest feasible limit because of the possible carcinogenic risk. On December 4, 1985, OSHA published a proposed new standard for formaldehyde which would lower the permissable exposure limit, from 3 ppm to either 1 or 1.5 ppm.

What Chemicals Cause Cancer?

Over 2,800 chemicals cause cancer in animals and may cause cancer in humans. Hazards UBC members might be exposed to include:

Hazard	Cancer Caused or Suspected	Industry or Process
*Wood Dust	Nasal, colon, rectal	Woodworking, furniture
*Formaldehyde Resins	Nasal, Brain	Plywood, particle board, furniture, glues, foam insulation
*Trichloroethylene	Liver	Solvent, paints, resins, varnish
Benzene	Leukemia (white blood cells)	Solvent, furniture finish, glues, oil retinenes
Vinyl Chloride Monomer	Liver (angiosarcoma)	Polyvinyl chloride plastics
*Styrene	?	Solvents, adhesives, lacquers, fiberglass plastics
Arsenic	Lung, skin	Wood preservatives
Welding fumes (nickel, beryllium, chromates)	Lung, nasal	Welding
Asbestos	Lung, GI Mesothelioma (chest cavity lining)	Insulation repair shipyard, construction
Ultraviolet Light	Skin	Welding arc
*Methylene chloride	?	paint strippers, degreasers

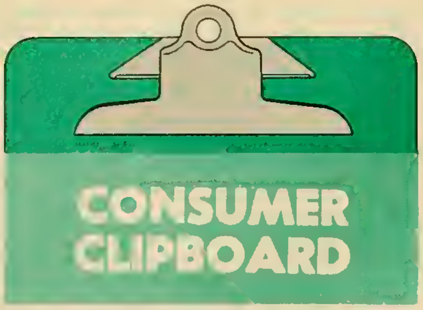
* *Suspected, see section on formaldehyde and wood dust.*

Cancer in the UBC

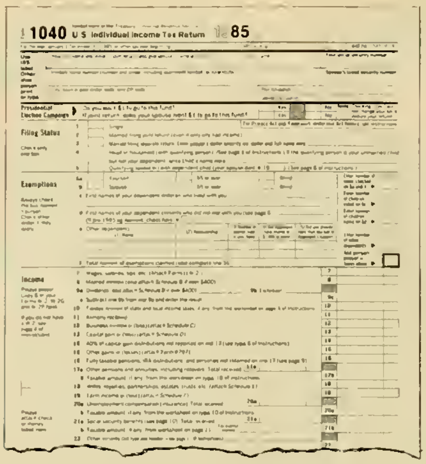
In 1978, Dr. Samuel Milham published a study of the UBC looking at causes of deaths which occurred in 1969–1970 and 1972–1973. He found the highest causes of death were heart disease and cancer. Cancer was the cause of one in five deaths. This is not high when compared with a normal population. But working people are usually healthier than a "normal" population, which includes more older people, the unemployed, handicapped, etc. He did find an "excess" or unusually high amount of cancer among our members. These were divided up by trade and the cancers he found to be in excess are listed below:

Occupation	Cancer
Construction Workers	Lung cancer, leukemia-lymphoma (blood cells)
Acoustical Tile Applicators and Insulators	Lung cancer, mesothelioma (chest cavity lining)
Millwright	Lung cancer, multiple myeloma (bone marrow)
Pile Drivers	Lung cancer, stomach and pancreas cancer
Ship Carpenters	No excesses observed
Millman, Lumber, Sawmill Workers	Leukemia-lumphoma (blood cells), multiple myeloma (bone marrow)
Cabinet Makers	Leukemia-lymphoma (blood cells)
Furniture Workers	Lung cancer
Plywood Workers	Leukemia-lymphoma (blood cells)

The cause of most of these cancers is unknown. The cancers of the blood and bone marrow (leukemia-lymphoma and multiple myeloma) are often linked with exposure to solvents like benzene which may be used in wood working glues. Mesothelioma is always a result of exposure to asbestos. Lung cancer would be due to an inhaled carcinogen. Stomach cancer would result from some carcinogen which was either swallowed or inhaled and later swallowed.



U.S. Tax Form Changes in '85


1040
U.S. Individual Income Tax Return
85

Toll Free Help Available

If you have questions or problems when preparing your tax forms, you can call the IRS for assistance. In the back of your tax preparation booklet you'll find a toll-free number listed for your area. IRS professionals will be taking calls to these numbers to assist you in understanding the new regulations and procedures and answer any questions.

The 1985 tax forms you will be filing next month contain several major changes in format. However, the most dramatic change is not the addition of a new line or a new form to file. This year marks the first year that tax indexing is in effect.

A part of the Economic Recovery Tax Act of 1981, tax indexing adjusts tax brackets, personal and dependent exemptions as well as zero bracket amounts, according to the percentage increase in the Consumer Price Index for the previous fiscal year. The size of the increase for 1985 is 4.1%. This means that the $1,000 personal exemption is increased to $1,040. The zero bracket amount, or the amount you can earn tax-free, is increased to $3,540 for joint returns and $2,390 for single returns (up from 1984's figures of $3,400 and $2,300, respectively).

Other modifications to the 1985 1040 Form affect the deductions listed below. Taxpayers who file the 1040EZ or 1040A Forms will find some of the same changes made to these forms.

Alimony—Alimony payments are deductible for the payer and may be included under income by the recipient. In an effort to verify that the recipient is properly reporting this additional income, the Internal Revenue Service has adopted a new filing requirement for the spouse paying alimony. In addition to listing the amount of alimony paid during the year, the payer will provide the IRS with the full name and social security number of the former spouse receiving payments.

Dependency exemption—The 1985 1040 Form features a new line in the exemptions section for divorced parents with dependent children. Beginning this year, the parent who is awarded custody of a child is entitled to the dependency exemption, even if the custodial parent does not provide more than half of the child's support. However, if there is a written agreement to the contrary, a copy of this document must be included with the tax return of the noncustodial parent claiming the deduction.

Mortgage interest—Individuals paying $600 or more in mortgage interest during 1985 will be sent a copy of Form 1098 by the financial institution receiving their payments. The amount indicated on this form should be entered on Schedule A. There is no need to include this form with your tax return since a copy of it will already have been forwarded to the IRS by the financial institution involved.

Charitable contributions—Individuals making charitable contributions of property (other than publicly traded securities) with a claimed value of more than $5,000 will have a new form to file with their 1985 return. Form 8283 requires that the following details concerning the donated property be provided to the IRS: the charity's signed acknowledgement of the gift, information about the property, and a signed certificate from an appraiser detailing the property's fair market value.

Taxpayers who don't itemize on Schedule A will discover an increased in the deductible amount for charitable contributions. Non-itemizers can deduct up to 50% of their total contributions, with no dollar limit. This compares to a maximum deduction of $75 in 1984 (25% of the first $300 contributed).

IRAs—Last year's 1040 Form contained a separate line for 1984 IRA contributions made in 1985. This separate entry is not included on this year's tax form.

Semiannual Savings Bonds Rate 8.36%

Series EE U.S. Savings Bonds are now receiving an 8.36% interest rate, Treasurer of the United States Katherine D. Ortega announced.

Rates on Series EE Bonds are set at 85% of the average rates in the market of five-year Treasury marketable securities during the past six months. The latest rate is the seventh semiannual "market-based" rate to take effect since variable rates for Savings Bonds were introduced on November 1, 1982. The previous rate, in effect from May 1 through October 31, 1985, was 9.49%.

Treasurer Ortega, who is also National Director of the U.S. Savings Bonds program, said the new rate "will, as the Treasury intended when it implemented the variable rate structure, continue our competitive stance among savings instruments. Coming off a year in which sales increased by 29% to $5.025 billion, I look forward to continuing sales gains in 1986."

Construction Pay Rebounded In 1985 With Fewer Wage Freezes And Rollbacks

For the first year since 1981, negotiated wage and benefit increases in new construction labor agreements in 1985 were larger than in the preceding year, according to an analysis of year-end data by the Construction Labor Research Council. First-year wage and benefit increases last year averaged 1.6% or 34¢ an hour, according to CLRC's survey of 828 agreements, contrasted with the 0.4% or 8¢ per hour average gain posted in 1984—the lowest in more than 40 years.

The higher increase in 1985 was attributed to fewer freezes and rollbacks than in the previous year. However, pacts incorporating wage-fringe freezes remained the most common settlement in 1985 with 232 of 828 agreements providing no first-year increase. First-year rollbacks occurred in 65 settlements. Among contracts with increases, the amount negotiated in 1985 was no higher than in 1984. While second- and third-year increases were higher than in the first year in multi-year contracts concluded in 1985, CLRC found these increases to be lower than in the previous year and the lowest deferred increases since the mid-1960s.

CLRC says negotiated increases in 1985 were offset by cost-saving changes in work rules that reduced first-year gains by an estimated 27¢ per hour in contracts with these language modifications. The most frequent modification reported was reduction in the over time premium from double time to time and a half for daily and Saturday work. Also common were reductions in the cost of shift work, elimination or reduction of travel pay, fewer paid holidays, and establishment of a work week of four 10-hour days.

The all-industries median first-year wage increase during January, 1986 is 3% or 27.8¢ an hour, compared with 4% or 31.8¢ in January, last year.

UBC Local Ladies' Auxiliary Unions

Club activities promote the Brotherhood in area communities

Although UBC local ladies' auxiliary unions don't get a lot of publicity, they quietly provide a strong and active wellspring of support for the United Brotherhood and the causes of labor. From scholarship funding to raising money for health and research foundations to political action to continually upholding the union label, the activities of the auxiliaries are many and varied.

Following is a directory of active auxiliary locals and state councils, and the procedure for starting a local auxiliary.

Organizing a Local Auxiliary

1. Write local union for cooperation.
2. To organize a local auxiliary, there must be at least 10 eligible men or women.
3. Notify, or have notified, all those eligible for membership to meet at a designated place for the purpose of organizing an auxiliary.
4. The chairperson of the meeting (usually the person organizing the auxiliary) entertains a motion that an auxiliary be organized. If motion carries, the application for charter is then signed by the eligibles present.
5. After the eligibles have signed, the election of officers may be held. If the members wish to postpone the election of officers, an acting chairperson and secretary may be elected.
6. The newly elected officers then preside at the meeting under the guidance of the organizer.
7. The application for charter and outfit is then mailed to the general president accompanied by charter fee of $50.00.
8. In localities where the necessary eligibles are not sufficient, several towns may organize a combination auxiliary.

ALABAMA

629 *Sheffield*—Meets Carpenters Hall, 2nd and 4th Thursdays. Mrs. Thomas L. Mecke, R. S., Rte. 7, Box 243, Florence, Ala.

658 *Birmingham*—Meets 1810 7th Ave. N., 2nd and 4th Mondays.

ARIZONA

407 *Glendale*—Meets Carpenters Hall, 5826 54th Dr., 4th Monday. Joyce Bolin, R. S., 7246 W. College Dr. (85029).

743 *Tucson*—Meets Union Hall, 606 S. Plumer, 3rd Tuesday.

871 *Flagstaff*—Meets. Linda Gundelach, R. S., 2113 N. East Street (86001).

ARKANSAS

551 *Pine Bluff*—Meets Carpenters Hall, 901½ Popular, 3rd Friday. Linda Newman, R. S., R. R. 2, Box 162, Rison (71667).

774 *Jonesboro*—Meets Carpenters Hall, 4928 E. Nettleton, 1st & 3rd Mondays.

CALIFORNIA

160 *Oakland*—Meets Union Hall, 8460 Enterprise Way, 1st & 3rd Thursdays. Linda Bryon, R. S., 1523 Fountain, Alameda (94501).

170 *San Diego*—Meets Members Home, 4th Friday. Anne M. Hedenkamp, R. S., 515 2nd Ave., Chula Vista (92010).

216 *Sana Ana*—Meets 2829 W. 1st St., 2nd Thursday noon—3rd Tuesday night. Mrs. Clark Hocutt, R. S., 12551 Lampson Ave., Garden Grove, Calif. (92640).

232 *Bakersfield*—Meets Carpenters Hall, 911 20th St., 1st Wednesdays. Sherry Self, R. S., 1125 Dawn St. (93304).

244 *San Jose*—Meets Labor Temple, 2102 Almaden Rd., 1st Wed. Peggy Garn, R. S., 496 Minnesota Ave. (95125).

338 *Roseville*—Meets Carpenters Hall, 1038 Melody La., 2nd Tuesday. Melody West, R. S., 6224 Jack London, Sacramento (95842).

373 *Salinas*—Meets 422 N. Main St., Carpenters Hall, 2nd Wed. Dorothea Francis, R. S., 9 Trevithal Street (93901).

403 *Glendale*—Meets 105 Chevy Chase, 1st Friday. Thelma Simpronio, R. S., 3651 First Ave., La Crescenta (91214).

412 *Vista*—Meets Carpenters Hall, 353 Broadway, 1st and 3rd Mon. Helen Chapman, R. S., P.O. Box 1016, Vista, Calif. (92083).

470 *Santa Rosa*—Meets 1700 Corby Ave., 3rd Tuesday.

495 *San Rafael*—Meets Carpenters Hall, 647 Lindaro St., 1st Wed. Rita Wilcox, R. S., 224 Ridgeway Ave., Fairfax (94930).

503 *Crannell*—Meets Crannell Cook House, 1st Monday.

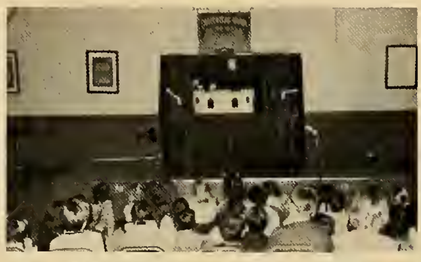
506 *San Diego*—Meets 2309 Broadway, 2nd and 4th Mondays. Marg Whitely, R. S., 425 Canyon Rd., Canebrake, Julian (92036).

521 *Inglewood*—Meets 5730 W. Arbor Vitae, Los Angeles, 2nd Tues. Dorothy Lager, R. S., 5414 W. 138th Street, Hawthorne (90250).

543 *Oxnard*—Meets Carpenters Hall, 444 W. 2nd St., 2nd Monday. Willa Dever, R. S., 254 W. First St., Oxnard (93030).

544 *Napa*—Meets Labor Temple, 1606 Main St., 4th Monday. Theresa Huntsinger, R. S., 1767 Laurel (94558).

554 *Mountail View*—Meets Carpenters Hall, 701 Stierlin Rd., 2nd Thursday. Sandy Hoopes, R. S., 4908 Massachusetts Dr., San Juan (95136).



Bloomington Club Gives Puppet Show

One hundred and two children and grandchildren of Local 63, Bloomington, Ill., members enjoyed a puppet show, above right, sponsored by Ladies Auxiliary 792 during the Christmas holidays. The children also got a special treat, above left, when Santa Claus (a.k.a. Donald Alsman, Local 63) visited the party.

618 *Modesto*—Meets 602 10th St., 1st Tuesday.

621 *Palo Alto*—Meets Carpenters Hall, 1st Tuesday.

639 *Costa Mesa*—Meets 8302 Atlanta Ave., Huntington Beach, 2nd and 4th Wednesdays. Helen Green, R. S., 2038 Anaheim (92627).

647 *Pomona*—Meets 1144 E. Second, 2nd Tuesday. Trini Escaneules, R. S., 955 E. 7th St., Pomona (91766).

667 *Richmond*—Meets 3750 San Pablo Dam Rd., El Sobrante, 1st and 3rd Tuesdays. Mrs. Osie Martin, R. S., 2836 Tulare Ave. (94804).

674 *Monterey*—Meets Carpenters Hall, 773 Hawthorne St., 1st and 3rd Mondays.

712 *Riverside*—Meets 1038 10th St., 2nd and 4th Mondays. Anna L. Sweeney, R. S., 640 Kemp St., Riverside, Calif.

717 *San Diego*—Meets Carpenters Hall, 23rd and Broadway, 2nd Monday. Grace Smith, R. S., 3830½ Villa Terr. (92104).

728 *Los Gatos*—Meets 17480 Shelburne Way, 1st Tuesday. Lois Rose, R. S., 1095 Hazelwood, Campbell (95008).

748 *Marysville*—Meets 212 Bridge Street, Yuba City, 1st Thursday. Claretta Webb, R. S., 2795 Plute Rd., Marysville (95901).

802 *Fresno*—Meets 5228 E. Pine, 3rd Wednesday.

863 *Hayward*—Meets 1050 Mattox Road, 4th Thursday. Lena M. Weir, R. S., 4173 David St., Castro Valley (94546).

872 *Visalia*—Meets 319 North Church, 4th Thursday. Carla Dignan, R. S., 2520 17th St., Kingsburg (93631).

COLORADO

156 *Denver*—Meets Carpenters Hall, 2011 Glenarm Pl., 1st Wednesday. Iva H. Andrews, R. S., 4575 Winona Ct. (80212).

203 *Colorado Springs*—Meets members homes, 3rd Monday. Beth McConnell, R. S., 922 N. Logan (80909).

223 *Grand Junction*—Meets members' homes, 1st Thursday. Julia Maldanado, R. S., 402 W. Grand Ave. (81501).

404 *Fort Collins*—Meets 429 E. Magnolia, 1st Friday.

803 *Golden*—Meets Carpenters Hall, 2nd Tuesday.

CONNECTICUT

653 *Bristol*—Meets at homes, 4th Wednesday. Mrs. Frances Albert, R. S., 57 Concord St., Bristol, Conn.

FLORIDA

87 *Tampa*—Meets Carpenters Hall, 204 E. Henderson Ave., 1st Monday. Joann Brace, R. S., 2306 111th Avenue (33612).

736 *Daytona Beach*—Meets Carpenters Hall, 919 Beach St., 4th Wed. Jessie Miller, R. S., 136 Maplewood Dr. (32017).

850 *West Palm Beach*—Meets 537 Gardenia, 2nd and 4th Mondays. Pauline D. Pierce, R. S., 801 Belmont Dr. (33406).

884 *Ft. Lauderdale*—Meets 2nd Thursday, 808 Broward Blvd. Susan Molnar, R. S., 429 S. W. 22nd Terrace (33312).

IDAHO

582 *Idaho Falls*—Meets 325 Chamberlin, 3rd Friday. Mabel Hook, R. S., 933 Bryan Road, Pocatello (83201).

854 *Cascade*—Meets Community Action Center, 4th Monday. Rose Moore, R. S., P.O. Box 366 (83611).

859 *Nampa*—Meets Labor Temple, 1st Monday. Donna Teeten, R. S., 124 Canyon (83651).

ILLINOIS

230 *Springfield*—Meets Carpenters Hall, 211 W. Lawrence, 1st Mon. Mrs. Patricia Casper, R. S., 604 N. Daniel (62702).

366 *Elgin*—Meets Carpenters Hall, 1st Wednesday. Mrs. Wesley Meyers, R. S., 897 N. Water Street, S. Elgin (60177).

657 *Marion*—Meets members' homes, 4th Thursday. Mrs. Burrell Moore, R. S., 1000 W. Blvd. (62959).

792 *Bloomington*—Meets 2002 Beich Rd., 2nd Wednesday. Lynn Perschall, R. S., 2002 Beich Rd. (61707).

861 *Rock Island*—Meets 1420 W. 16th St., Davenport, 1st Tuesday. Martha La Mar, R. S., R. 1, Dixon, Iowa (52745).

INDIANA

398 *Muncie*—Meets Members Homes, 1st Saturday. Cindy Bramlett, R. S., 3185-S-SR3, Hartford (47348).

445 *Terre Haute*—Meets Carpenters Hall, 118 N. 3rd St., 1st Thurs. Anna May Haring, R. S., 2009 South 4th St. (47802).

462 *Lafayette*—Meets Duncan Hall, 3rd Thursday. Mary Johnson, R. S., 1422 Virginia St. (47905).

471 *Gary*—Meets Labor Temple, 2nd Thursday.

828 *Indianapolis*—Meets 2635 S. Madison Ave., 2nd Tuesday.

848 *Vincennes* Meets 1602 Main St., 2nd Monday. Vera Stevens, R. S., 609 Dubois, Lawrenceville, Ill. (62439).

852 *Covington*—Meets. Patty Beasley, R. S., R. R. 4, Veedersburg (47987).

885 *Vincinnes*—Meets 1604 Main St., 1st Monday.

IOWA

4 *Des Moines*—Meets 1223 6th Ave., 3rd Tuesday. Dolores Summy, R. S., 7803 S.W. 10th Pl. (50315).

307 *Sioux City*—Meets at homes, 3rd Monday. Irma Moss, R. S., 912 So. Glass St. (51106).

483 *Burlington*—Meets Carpenters Hall, 817 Koestner St., 2nd Mon. Jeanne Baker, R. S., R.R. 1, Box 41, Weaver (52658).

806 *Cedar Rapids*—Meets 1266 Wilson Avenue, S. W., 1st Monday. Lillian Edwards, R. S., 6052 Westview Avenue S. W. (52404).

861 *Davenport*—Meets 1621 West 16th, 1st Tuesday.

KANSAS

95 *Topeka*—Meets Carpenter Bldg., 1st and 3rd Fridays. Florence Martell, R. S., 605 West 8th (66603).

768 *Kansas City*—Meets 18½ North 10th St., 2nd Wednesday. Ethel Parsons, R. S., 1321 Central (66102).

MASSACHUSETTS

744 *Fitchburg*—Meets Thomas Phalen Hall, 2nd Monday. Bonnie Amico, R. S., Thomas Phalen Hall, Fitchburg, (01420).

827 *Springfield*—Meets 26 Willow, 1st Friday. Mrs. Rose Bertone, R. S., 50 Arliss St.

846 *West Newton*—Meets members' homes, 3rd Monday. Mary Pacione, R. S., 63 Webster Pl., West Newton (02165).

874 *Ashland*—Meets at 58 Union Street, last Tuesday. Gail Deitemeyer, R. S., 88 Whitcomb Drive, S. Lancaster (01561).

MINNESOTA

61 *St. Paul*—Meets Labor Centre, 3rd Monday. Edna Erickson, R. S., 1933 E. Nevada Ave. (55119).

750 *St. Cloud*—Meets Labor Temple, 2nd Thursday. Mrs. Oscar Engstrand, R. S., 146 N. 35th Ave., St. Cloud, Minn.

MISSOURI

23 *St. Louis*—Meets 1401 Hampton St., 2nd and 4th Tuesdays. Marge Strumsky, R. S., 5 Eastview Dr., Fenton (63026).

122 *Kansas City*—Meets 625 W. 39th, Carpenters Bldg., 3rd Wednesday following 1st Monday. Christine Wright, R. S., 1900 Spruce (64127).

285 *Jefferson City*—Meets Carpenters Bldg., 230 W. Dunklin, 1st Thursday. Mrs. Reva Meyer, R. S., 1414 E. Miller, New Bloomfield, Mo.

390 *Carthage*—Meets Members Homes, 1st Monday. Frances Whitaker, R. S., 1024 East Fairview (64836).

431 *Springfield*—Meets Carpenters Hall, 642 Boonville Ave., 1st Thursday. Dorothy Ray, R. S., 2521 Boonville (65803).

679 *St. Joseph*—Meets Carpenters Hall, 310 So. Belt Hwy., 3rd Friday. Mrs. Imogene M. Barton, R. S., 3211 Locust St. (64501).

704 *Poplar Bluff*—Meets Carpenters Hall, 2nd Friday. Myrtle B. Brown, R. S., Rt. 2 (63901).

MONTANA

202 *Bozeman*—Meets Labor Temple, 1st and 3rd Fridays. Bobbie Sue Mainwaring, R. S., Box 367, Belgrade (59714).

Washington State Auxiliary Convention

The secretary of the Washington State Council of Ladies' Auxiliaries, Mary Larson, reports that preparations for the April state convention are well underway. Attendants to the convention plan on exploring changes to reverse the recent decline in membership.

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311 *Anaconda*—Meets Carpenters Hall, 215 E. Commercial Ave., 4th Wednesday. Margaret Baumgardner, R. S., 914½ E. 4th St. (59711).

435 *Polson*—Meets City Hall, 1st and 3rd Tuesdays.

472 *Billings*—Meets 24 South 29th St., 2nd and 4th Tuesdays. Emma J. Lohriein, R. S., 615 Avenue E (59102).

791 *Helena*—Meets Labor Temple. Gayle Hoffer, R. S., 3733 Hwy. 12, E. Helena (59635).

797 *Kalispell*—Meets 704 S. Main, 2nd Wednesday. Martha Peterson, R. S., 520 4th West (59901).

NEBRASKA

399 *Lincoln*—Meets Union Hall, 2nd Tuesday. Marie Filbert, R. S., 1942, Euclid Ave., Lincoln (68502).

498 *Fremont*—Meets in homes, 3rd Monday. Pauline Sorge, R. S., 2509 N. Broad St. (68025).

721 *Hastings*—Meets in homes, 1st Tuesday. Helene Nauenberg, R. S., 1126 N. Colorado (68901).

NEVADA

597 *Las Vegas*—Meets Carpenters Hall, 501 Lamb Blvd., 1st Friday. Sue Jarman, R. S., 2233 Raymond Ave. (89110).

NEW JERSEY

877 *Lakehurst*—Meets Carpenters Hall. Mary Ellen Coughran, R. S., 23 Laurleton Ave., Jackson (08527).

NEW YORK

78 *Port Chester*—Meets Carpenters Hall, 232 Westchester Ave., Port Chester, 1st Monday. Mrs. E. Carlson, R. S., 39 Palace Place, Port Chester, N.Y.

343 *Niagara Falls*—Meets Carpenter Hall, Buffalo Ave., 2nd & 4th Tuesdays. Mrs. Frank Rice, R. S., 3820 Walnut Ave. (14301).

770 *Schenectady*—Meets Carpenter Hall, 145 Barrett St., 1st Tues. Shirley Chandler, R. S., 1115 Fort Hunter Road, Schenectady, N.Y.

876 *Rochester*—Meets 55 Troup St., 3rd Friday. Andrea Chornopyski, R. S., 1986 Brace Rd., Victor (14564).

OHIO

2 *Toledo*—Meets Carpenters' Hall, 1217 Prouty, 4th Monday. Irene Meder, R. S., 820 So. Ave. (43609).

410 *Lima*—Meets Union Hall, 702 N. Jackson St., 2nd Wednesday.

730 *Kent*—Meets Labor Temple, 4th Monday.

811 *Steubenville*—Meets Legion Hall, 4th Wednesday. Mrs. Joseph Huff, Jr., R. S., Rte. 2, Toronoto

OKLAHOMA

121 *Okmulgee*—Meets Carpenters Hall, 208 S. Central, 1st and 3rd Thursdays. Mary Jane Hawkins, R. S., 1008 E. 13th St. (74447).

139 *Muskogee*—Meets Carpenters Hall, 230 N. 7th St., 2nd and 4th Mondays. Ruth Keeler, R. S., 221 North T (74401).

205 *Enid*—Meets in members' homes, 1st Monday. Mrs. Charles Dillard, R. S., 114 East Ohio (73701).

211 *Oklahoma City*—Meets Carpenters Hall, 914½ California. Zula White, R. S., 5719 S. Klein (73109).

331 *Tulsa*—Meets Carpenters Hall, 8220 E. Skelly Dr., 1st Tuesday. Wanda Booth, R. S., Rt. 4, Box 450, Broken Arrow (74014).

OREGON

291 *Klamath Falls*—Meets 1911 Johnson Ave., 1st & 3rd Wednesdays. Roseanna Breeding, R. S., 4212 Fargo, Klamath Falls (97601).

354 *Bandon*—Meets Labor Temple, 1st Tuesday. Mrs. Olive Williams, R. S., Box 293 (97411).

421 *Medford*—Meets Carpenters Hall, 123½ W. Maia, 1st Friday.

502 *Coos Bay*—Meets Labor Temple, North Bend, 2nd Friday. Alice Gayewski, R. S., P.O. Box 3651 (97420).

599 *Baker*—Meets Union Hall. 1900 Resort St., 2nd Thursday. Esther Rudolph, R. S., 1940 Oak (97814).

613 *Wallowa*—Meets Union Hall, 2nd Wednesday. Velma Hescock, Pres., Box 386 (97885).

643 *Coquille*—Meets Carpenters Hall, 1st and 3rd Mondays.

684 *St. Helens*—Meets Labor Temple, 1st Monday.

700 *Kinzua*—Meets Community Jeffmore Hall, 1st & 3rd Wednesdays.

764 *Pilot Rock*—Meets in Homes, 4th Wednesday. Mary Denny, R. S., Box 421, Pilot Rock (97868).

865 *Bend*—Meets Bend and Redmond, 1st Thursday. Sharon Gormley, R. S., P.O. Box 494, Terrebonne (97760).

PENNSYLVANIA

35 *Philadelphia*—Meets 1616 Orthodox St., 4th Monday. Catherine Ippolito, R. S., 6660 Tulip St., Philadelphia, Pa.

478 *McKeesport*—Meets Members' homes when convenient. Mrs. Edith Breakall, R. S., 508 Palm St. (15132).

665 *New Brighton*—Meets Carpenters Hall, 2nd Wednesday. Geraldine Coulter, R. S., 512 Hillcrest Ave., Beaver Falls, (15010).

SOUTH CAROLINA

785 *Russellville*—Meets Union Hall, 2nd Tuesday. Mary L. King, R. S., Rte. 1, Box 56, St. Stephen, S. Car.

TENNESSEE

337 *Memphis*—Meets members' homes, 2nd Wednesday. Mrs. H. C. Johnson, R. S., 3667 Irma St. (38127).

449 *Knoxville*—Meets 516 W. Vine Ave., Knoxville, 1st Friday.

TEXAS

3 *Dallas*—Meets 6614 S. Thornton Frwy., 2nd and 4th Mondays. Betsy Millican, R. S., c/o 6614 So. R. L. Thornton Frwy. (75232).

6 *Houston*—Meets Carpenters Hall, 2600 Hamilton, 2nd Monday. Merle Kunz, R. S., 724 Duff (77022).

180 *Amarillo*—Meets 1st Thursday. Twila Hiltbrunner, R. S., 4310 Summit (79109).

391 *Abilene*—Meets Carpenters Hall, 1074½ S. Second, 2nd and 4th Mondays.

511 *Austin*—Meets Carpenters Hall, 400 Josephine St., 2nd and 4th Wednesdays. Bobbie Miller, R. S., Rt. 3, Box 80, Elgin (78621).

536 *Beaumont*—Meets Carpenters Hall, 1965 Park St., 1st Monday. Mrs. S. T. Haire, R. S., 4655 Revere Lane, Vidor (77662).

558 *Texas City*—Meets Carpenters Hall, 2nd Monday. Donna McLain, R. S., 5021 Brainlerook, Dickinson (77539).

596 *Temple*—Meets Carpenters Hall, 220 N. Main St., 2nd Tuesday. Effie Mae Bell, R. S., 1101 Cedar Dr., Killeen (76543).

603 *Wichita Falls*—Meets 4400 Jacksboro Hwy., 1st Tuesday. Edith Hall, R. S., 1219 Christine (76302).

677 *Denton*—Meets Carpenters Hall, 1st Monday. Lorene Lewis, R. S., 1716 Crescent (76201).

783 *Lufkin*—Meets Labor Temple, 1st Friday. Joyce Barringer, R. S., Rt. 4, Box 882 (75901).

784 *Orange*—Meets Carpenters Hall, 1st Wednesday. Lotus Hale, R. S., 210 Campus St. (77630).

843 *Fort Worth*—Meets Carpenters Hall, 824 Pennsylvania Ave., 1st and 3rd Mondays.

851 *Lubbock*—Meets Carpenters Hall, 2002 Avenue J. 1st Monday. Rhonda Hibdon, R. S., 3009 36th (79413).

881 *Angelton*—Meets 4th Monday. Linda West, R. S., 201 North Velasco.

UTAH

218 *Salt Lake City*—Meets Labor Hall, 2261 Redwood Rd., 2nd Wed. Mrs. Vee Gehring, R. S., 1337 Green St. (84105).

VIRGINIA

762 *Portsmouth*—Meets Carpenters Bldg., 3rd Monday.

WASHINGTON

81 *Wenatchee*—Meets Labor Temple, 2nd Thursday. Mrs. Patricia Hunter, R. S., 834 Walker Street (98801).

149 *Olympia*—Meets 820 S. Frederick St., 2nd and 4th Thursdays. Susie Thurlow, R. S., 4703 17th S.E., Lacey (98503).

188 *Kelso-Longview*—Meets 1525 25th Ave., Longview, 3rd Tuesday. Shirley Ray, R. S., 2363 40th Ave., Longview (98632).

198 *Bellingham*—Meets members homes, 1st Tuesday. Mary LaFreniere, R. S., 3524 Bennett Dr. (98225).

207 *Spokane*—Meets West 120 Mission Avenue, 2nd Friday. Susan McEnaney, R. S., 1519 Newer Rd., Veradale (99037).

267 *Tacoma*—Meets Carpenters Hall, 1322 Fawcett Ave., Tacoma, 2nd and 4th Thursdays. Anne Davis, R. S., 5024 So. A. Tacoma (98408).

274 *Snoqualmie*—Meets Union Hall, Snoqualmie, 3rd Tuesday. Martha Roselair, R. S., Box 669, North Bend (98045).

283 *Bremerton*—Meets Carpenters Bldg., 632 5th St., 1st and 3rd Thursdays.

292 *Vancouver*—Meets Carpenters Hall, 1st Tuesday. Mardell Rominger, R. S., 1214 E. 29th St. (98663).

427 *Pasco*—Meets Carpenters Hall, 1st Tuesday. Agnes Welsh, R. S., 3324 W. 19th, #24 Kennewick (99337).

453 *Klickitat*—Meets Union Hall Bldg., 2nd Tuesday. Sandi Geary, R. S., Gen. Del. (98628).

624 *Auburn-Kent*—Meets homes, 2nd Monday. Alberta Sundstrom, R. S., 633 Celery, Algona (98002).

628 *Renton*—Meets Carpenters Hall, 231 N. Burnett, Renton, 2nd and 4th Mondays.

769 *Moscow-Pullman*—Meets 325 W. 3rd, Moscow, Idaho, 3rd Monday.

824 *Yakima*—Meets Union Hall, 712 N. 7th St., 4th Wednesday. Evelyn Shore, R. S., Rt. 2, Box 684 (98902).

869 *Longview*—Meets Barnes Bldg., Room 102.

880 *Bremerton*—Meets. Pat Tennis, R. S., 1710 Crestview Dr. (98312).

WEST VIRGINIA

237 *Parkersburg*—Meets homes, 4th Tuesday. Mrs. J.W. Ralston, R. S., 3019-23rd St., (26105).

WISCONSIN

110 *Racine*—Meets Union Hall, 3rd Thursday. Mrs. William Horak, R. S., 4233 Danbury Lane (53403).

132 *Green Bay*—Meets Labor Hall, 508 Main St., Green Bay, 3rd Monday.

252 *Milwaukee*—Meets Carpenters D. C. Bldg., 3020 W. Vliet St., 2nd Wednesday. Sylvia Germain, R. S., 2429 N. 50th St., New Berlin (53210).

420 *Superior*—Meets Labor Temple, 2nd Thursday. Regina Kania, R. S., 528 N. 21st St. (54880).

539 *West Allis*—Meets Burnham Bowl, 2nd Monday. Emma Griesemer, R. S., 2367 S. 98th (53227).

875 *Milwaukee*—Meets 3020 W. Vliet St., 2nd Friday. Rae Wolfe, R. S., 2007 So. 31st (53215).

878 *Janesville*—Meets Labor Temple, 215 Dodge St., 2nd Wednesday. Georgia Schneider, R. S., 3010 Hwy. 14, Rt. 6 (53545).

WYOMING

104 *Casper*—Meets Carpenter Hall, 642 E. A St., 2nd Saturday. Velma Neifert, R. S., 642 East A (82601).

CANADA

ALBERTA

823 *Edson*—Meets Union Hall, 2nd Tuesday. Jesse Lounsberry, R. S., P.O. Box 1702 (T0E-0P0).

BRITISH COLUMBIA

732 *New Westminster*—Meets 732 Royal Ave., 1st and 3rd Thursdays.

738 *Chilliwack*—Meets homes, 1st Tuesday.

776 *Prince George*—Meets Union Hall, 503 Alward St., Prince George B.C., 4th Wednesday.

NEW BRUNSWICK

535 *Saint John*—Meets Carpenters Hall, 1st Monday. Dawn Belyen, R. S., 66 Cranston Ave. (E2K-3M9).

ONTARIO

303 *Toronto*—Meets 169 Gerrard St. E., 2nd Tuesday.

680 *Barrie*—Meets members homes, 2nd Wednesday.

687 *Niagara Falls*—Meets members homes, 2nd Tuesday. Mrs. Mary Lou Walter, R. S., 1006 Uppers Lane.

695 *London*—Meets members homes, 4th Wednesday. Mrs. R. Calvert, R. S., 363 Avondale Rd., London.

740 *Port Arthur*—Meets Lakehead Labour Center, Ft. William Rd., 4th Monday.

826 *Kapuskasing*—Meets 7A Cain Street, Last Tuesday. Mrs. Rose Clinchamps, R. S., Opasatika.

QUEBEC

775 *Lac Megantic*—Meets Papineau, 2nd Thursday. Mrs. Roland Richard, R. S., Rue Jeanne Marne.

STATE COUNCILS

California State Council—Hope Cain, R. S., 5440 Baltimore Dr., Apt. 179, La Mesa (92041).

Indiana State Council—Mrs. Kay Walker, R. S., Rte. 1, Box 6, Eaton, Ind. (47338).

Nebraska State Council—Marie Filbert, R. S., 1942 Euclid Ave., Lincoln, Nebr. (08502).

Oklahoma State Council—Shirley Meredith, R. S., 1312 W. 5, Okmulgee, Okla.

Texas State Council—Johnnie Watts, R. S., 2510 Rosewood Dr., Mesquite (75150).

Washington State Council—Mary Larson, R. S., No. 3305 Sargent Rd., Spokane (99212).

the morning news

PLANE GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

LIKE HE SAID

When John Johnson applied for his driver's license in the crowded bureau, an officer shoved a paper across the desk. "Write your last name first, and your first name last," he said hurriedly.

"How's that again, sir," asked Johnny somewhat confused.

"Like I said before," replied the officer . . . "Backwards!"

Johnson shrugged his shoulders. After all, they knew what they wanted. Laboriously, he wrote: "nhoJ nosnhoJ."

BE AN ACTIVE MEMBER'

A DOG'S LIFE

The contemporary sage describes every man's life thusly: "Twenty years of having his mother ask him where he's going. Forty years of having his wife ask the same thing. And at the end, leaving his mourners wondering, too."

LOOK FOR THE UNION LABEL

A TO Z STORY

Filing system: A method of misplacing correspondence alphabetically.

BLESSED RELIEF

The convention speaker had droned on for an hour and a half. The delegates were becoming restless and making loud noise on the floor. The presiding officer, trying to gavel for silence, missed the rostrum and hit his secretary-treasurer on the head. Dazed, the secretary-treasurer mumbled: "Please hit me again . . . I can still hear him!"

BOYCOTT L-P PRODUCTS

AT THE SCENE

A man fell out of a 10-story window. He hit with a thud, a crowd gathered, and a witness rushed over and said to him, "What's happened?"

"I dunno," said the man, standing and dusting himself off. "I just got here myself."

IMPORTS HURT * BUY UNION

ANGEL OF MERCY

Local 2162 Member Neil Sargent, Kodiak, Alaska, tells us this story about a union picketline at a non-union job: A scuffle broke out, and an injured man was taken to the hospital. The nurse was a Catholic nun who took one look at him and asked, "Is he a scab?"

BE UNION! BUY LABEL!

ENGLISH UP TO DATE

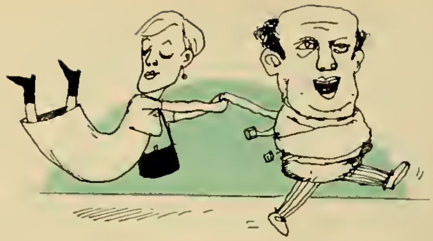
Teacher: "I have went out. Why is that wrong?"

Pupil: "Because you ain't went out yet."

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

THIS MONTH'S LIMERICK

There was a young man from St. Paul
Who went to a fancy dress ball.
He thought he would risk it
And go as a biscuit,
But a dog ate him up in the hall!
—Brothers, Mountain View, Calif.



MUST BE INSANE

The insane asylum attendant rushed over to the head physician. "Doctor, a man outside wants to know if we have lost any male inmates."

"Why?" asked the medical man.

"Someone ran away with his wife!"

ATTEND LOCAL MEETINGS

WASHING THE CAR

Young Steve Scott, son of Dennis Scott, submitted this essay to his teacher: How to Wash a Car—"There are several steps I follow when I wash the car. First, I get a bucket from the garage. Second, I put soap and water in the bucket. Third, I take the sponge, dip it in the water and start washing the car. Finally, I rinse all the soap off with the hose. Then I go to my dad, who is sleeping, and ask him for my money.

USE UNION SERVICES

ORNERY SIDEWINDER

Out in West Texas, a cowboy rushed out of a saloon, made a running broad jump, and landed on his sittin'-spot in the middle of the street.

"Hurt yourself?" asked a bystander.

"Reckon I'll live," bellowed the cowboy, dusting himself off, "but I'd sure like to get my hands on the cussed varmint who moved my horse."

STAY IN GOOD STANDING

A DEADLY SPOUSE

There is a guy in our local union who is so hen-pecked he had to ask his wife's permission to commit suicide. And she is so ornery she wouldn't give it to him!

BUY UNION * SAVE JOBS

SOMEONE ELSE'S

Accused: "How could I commit forgery when I can't write my own name?"

Judge: "You are not accused of writing your own name."

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

SALEM, ORE.

Retired member Walter Klemp, Local 1065, receives his 50-year pin and congratulations from Local 1065 President Gerald Warren.

Chicago, Ill.—Picture No. 4

Chicago, Ill.—Picture No. 5

Chicago, Ill.—Picture No. 2

CHICAGO, ILL.

Local 1 held its annual pin party where longstanding members are awarded service pins recently.

Picture No. 1

Picture No. 1 shows 50-year member John P. Schuler.

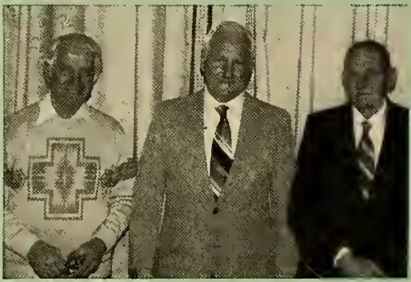
Picture No. 2 shows 45-year members John Balik and Walter Crutcher.

Picture No. 3 shows 40-year members Ralph Nelson, Otto Prim, and William Sanders.

Picture No. 4 shows 35-year members Stanley Gruszesky, Ed Horn, Herb Kuehne, Joe Mann, Theo Mason, Richard Oulund, Frank Quattrochi Sr., Pete Savas, Mike Stafan, Alex Vasauskas, and G. R. Wooley.

Picture No. 5 shows 30-year members Frank Knopfhart, Matt Loda, John Plettau Sr., James Mannella Sr., Gene Schellenburger, Bill Strezelec, and Herb Hahn.

Picture No. 6 shows 25-year members August Petek, and Anthony Melo.



Chicago, Ill.—Picture No. 3

BLOOMINGBURG, N.Y.

Bernard Murray, center, receives his 55-year pin from Local 55 President Clarence Terpening, right, and Hudson Valley District Council President Charles Vealey, left. "Bus" Murray was honored at Local 255's Eleventh Annual Dinner Dance. Bus served his local as business representative and his district council as first vice president.

Chicago, Ill.—Picture No. 6

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify photographs clearly—prints can be black and white or color—and send material to CARPENTER magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001

Las Vegas, Nev.—Picture No. 1

Las Vegas, Nev. Picture No. 2

CARPENTERS
LOCAL No 1780

Las Vegas, Nev.—Picture No. 3

LOCAL No 1780

Las Vegas, Nev.—Picture No. 4

LOCAL No 1780

Las Vegas, Nev.—Picture No. 5

LOCAL No 1780
LAS VEGAS NEVADA

Las Vegas, Nev.—Picture No. 6

Las Vegas, Nev.—Picture No. 7

LAS VEGAS, NEV.

Longtime members of Local 1780, spouses, and guests were recently honored at a luncheon buffet and pin award ceremony at the Showboat Hotel. Over 140 members were in attendance to receive 25 through 50 year service pins. Business Manager Clifford L. Kahle was the master of ceremonies; President Roy W. Taylor hosted the event. Among the honored guests was Governor Richard Bryan.

Picture No. 1 shows 50-year member Herman Wills, center, receiving his pin from Business Manager Kahle and President Taylor.

Picture No. 2 shows 45-year members, from left: Earl L. Schult, Archie Taylor, George Serleth, Gerard Parent, J. D. Adams, and Charles Franklin.

Picture No. 3 shows 40-year members, front row, from left: Alva Haning, M. K. Garhardt, Frank Garcia, A. D. Foster, Claude Barnes, and Charlie P. Camp.

Middle row, from left: Al Wall, C. W. Moore, Edwin McMahon, Walter Kajfas, Clyde Jarman, and Jack Hinrichs.

Back row, from left: Robert Zinsmeister, Michael Strobl, Gerald Stoddard, Marcelino Ozuna, and Orwin Olson.

Picture No. 4 shows 35-year members, front row, from left: Louis Fonseca, Robert Ericson, Alfred Droz, Beul Dodson, B. D. Davis, Financial Secretary Oscar Brassfield, Bobby Ballard, and Lawrence Arseneault.

Middle row, from left: Lawrence Manning, Roy E. Lile, Jay Levy, Clifford Kemple, Thayne Holladay, and Raymond Hall.

Back row, from left: Clint Phillips, Ted Vilhauer, Wessel Vermy, Morris Simpkins, Paul Specht, and Mack Morris.

Picture No. 5 shows 30-year members, front row, from left: Boyd Martin, Carl Lundberg, Talmadge A. Johnson, Charles Giddens, Darwin Farnsworth, Vaughn Crane, Clyde Bradley, and Arlen Bauer.

Middle row, from left: President Taylor, Jack Roberson, John Snook, Donald Roberson, Richard McManaman, and Richard Perryman.

Back row, from left: James Justice, Tom P. Williams, and Mike Valero.

Picture No. 6 shows 25-year members, front row, from left: James Hartling, Harold Curry, Beniamino Canal, Claude Burton, William Beasley, Kenneth Beales, Carl Andreason, and Solomon Alires.

Back row, from left: Walter L. Ruesch, Roy L. Patterson, Robert K. Peterson, Lloyd Lass, Richard Johnson, and William C. Hollinger.

Governor Richard Bryan, left, is welcomed by Business Manager Kahle.

Members receiving pins but not pictured are as follows: **50-year members** Lawrence Hakala, Eugene Owens, and William B. Ragland; **45-year members** Quince Alvey, George Bach, James L. Blakeman, Clarence E. Bourque, James B. Boyer, Hiram Bruce, Emmit Causey, Jack C. Causey, Odes Cremer, Lewis Dansby, Roy L. Dunne, Arthur J. Erickson, Herbert Fassler, John Genis, Rex Glenn, Duncan Gordon, Ernest Hagewood Sr., Lester Loyd, Homer Morgan, Ernie Pahll, Fred J. Pennington, Thomas P. Pool, Lee Roy Pounds, Pernal Price, Alex Raski, William Russel, Rudy Salinger, Fred Sanchez, George L. Scaggs, Vernon B. Southern, Forrest W. Sprague, Clarence W. Stephens, Lloyd Swope, Joe Vigil, Donald J. Williams, and Andrew Yacek; **40-year members** Louis G. Biel, Joseph O. Bunker, Fred J. Christensen, Walter Davison, Clarence Fulton, George Gartin Jr., Maurice J. Gibson, Vance S. Goebel, Howard W. Griswold, Merle E. Harris, Edward Hauser, Bruce Ingram, Arthur Kistler, Darwin Long, Irwin A. Mc Collum, Tom B. Mc Cullough, A. D. Mc Kenna, Clifford Merholtz, A. C. Mortensen, Francis Mucklow, Ralph B. Phillips, Lester Richards, Santi Sestini, Lawrence G. Shaw, Allan Shepherd, Art Trimmer, Eugene Wagner, C. I. Walkington, William Whidden, Glen L. Woolery, and Hugh A. Zug; **35-year members** William F. Alexander, Chester Barrow, Eugene D. Beaver, Arthur Beck, Elmer Berry, Mario Bianco, Robert Birchum, Charles Biskner, Harry J. Block, Joaquin Bravo, Manuel Campa, Ralph D. Carle, James T. Carline, Ray G. Cook, Thomas L. Daly, Henry Davis, Grant R. Day, Jess K. Dennis, Oscar T. Drews, Fred Ebeltoft, George Eisley, Donald T. Ericksen, Fred Eudy, Charles Fansher, Clarence A. Fink, Vern E. Ford, William V. Forsman, Perry Fortson, Howard P. Gartin, Raymond L. Glenn, Arthur Gohde, Harry Hammond, V. E. Hawkins, Charles E. Hill, Jack V. Hora, Loice L. Jacobs, William J. Johnson, Henry Kratzer, William J. La Comb, David W. Laflin, Ogan Layman, Joseph E. Lopez, Thomas A. Lunt, John Maas, Ernest Manning, Salvatore A. C. Minutoli, Joe Munhall, Allen M. Nyberg, Clyde Oakes, Charles Ogan, Sam Payan, Edward M. Petrie, Marcus Pinkelman, Donald A. Pope, Alfred Radke, Jack L. Rhude, Roy Robbins, Victor Ruesch, William R. Schoessler, Ed Schramm, Peter Schubert, Elmer Sepede, Edward Therkelsen, Edward Thomas, Claude Thompson, Joseph V. Tippets, Charles H. Tolliver, Deltino J. Vigil, Glenn Waite, Joe W. Walker, Benjamin Weaver, Kenneth W. Wicklund, Frank Wieler Jr., Burdell Wood, Wallace Wring, Almon W. Bame, and Steve L. Shroyer; **30-year members** Robert C. Allanson, Charles F. Anderson, Rex Austin, Ralph Axtell, Wallace Bagby, Sam L. Baker, Vernice Baynum, Leo Boosh, Robert A. Brown, Ed Bullock, Morris W. Burcham, Legrand Bywater, Frank Carrasco, Clifton Chapin, Clarence Christensen, Donald P. Clayton, John Clodfelter, Homer Craig, David F. Cummings, Ros E. Dean, Nelson Doble, Gerald W. Dunaway, James Duvan, John R. Edgar, Hollis G. Emry, Carl E. Eriksson, James Gormley, Robert L. Henry, William E. Henry Sr., Alfred C. Hermann, Bobby J. Hudson, Francis Hutchins, Clark Isom Sr., Rufus M. Johnson, Eugene Johnston, William G. Joseph, Walter I. Karas, William A. Kramer, Rulen Laub, Shelby Lewallen, Gerald Lucero, Robert Marchak, James Mc Arthur, Frank W. Milavec, Paul Murphy, Leonard E. Newman, Donald F. Nichols, Elmer B. Niewierowski, Tullis C. Onstott, Charles E. Powers, Harry Riter, Robert L. Rodgers, John P. Smith, Alvin E. Snow Sr., Loyd Thayne, Doyle B. Thibert, Robert B. Timm, Robert Troy, Isidore D. Vannozzi, Fletcher Walters, James L. Weatherman Sr., Loris Westover, Jack Wilcher, Thomas D. Wisener, and E. J. Woods; and **25-year members** Devon Anderson, Gary B. Anderson, Warren Ardoin, Richard Arriola, Harry Baldridge, Samuel D. Barto Sr., Robert L. Bates, Roy Boich, Norman R. Bonnet, Truman Brackenbury, Leonard M. Brown, Marius Call, R. L. Cannon, Carl Christie, H. H. Colbert, Robert L. Edney, Kenton Ellsworth, John R. Erickson Sr., Sam Fedelleck, Arnol Freeman, Gerald E. Freeman, M. Keith Gardner, Gail F. Gibson, Sanford Gleason, Robert C. Hanson, F. David Kelly, Alton Kephart, Stanley Kosakowski, Harvey W. Lish, Howard D. Loosbroock, C. F. Mc Gowen, Adrian Moore, Theodore Mull, Eldon Neitling, David A. Nilsen, Ralph Overton, Ronald E. Pulse, James Ransier, Herman Salaz Jr., Lionel Sloman, John E. Smith, Donald G. Stewart, Richard B. Thompson, Roger Tufaro, Earl J. Turner, Adam Valerio, Theodore B. Volness and George Watts.

Harrisburg, Pa.—Picture No. 1

Harrisburg, Pa.—Picture No. 2

HARRISBURG, PA.

At the annual Christmas meeting of Local 287, pins were presented to members having 25 to 50 years of continuous service to the Brotherhood.

Picture No. 1 shows, seated, from left: Floyd H. Brown, 25 years; Robert T. Sholly, 25 years; Willard Allen, 25 years; Howard Wise, 30 years; Donald Himes, 25 years; Kenneth Griest, 25 years; Ellis Dumas, 30 years; and Raymond Getz, 25 years.

Standing, from left: Elmer Faur, 30 years; Roy S. Roush, 30 years; Samuel W. Rowe, 30 years; Ross E. Shuman, 25 years; B. Donald Kauffman, 30 years; Howard Jamison, 25 years; and Charles Aurand, 25 years.

Picture No. 2 shows, seated, from left: Carl Morrow, 40 years; Roy Berkheiser, 40 years; John Kutay, 40 years; William Stevick, 50 years; Elmer Dixon, 45 years; Diego Vales, 35 years; Donald Austin, 35 years; and Henry Miller, 40 years.

Standing, from left: Charles Reinoehl, 35 years; Benjamin Painter Jr., 35 years; Edward Volkar, 35 years; Willard Peiffer, 40 years; Marlin Hershey, 35 years; Davin Sholly, 35 years; Richard Keller, 35 years; Dana Reese, 35 years; and Ronald Beane, 35 years.

Other members receiving pins but not pictured are as follows: **25-year members** Richard Biggs, Larry Brenneman, Mac Delancy, Lewis Gerber, Barry Hahn, Jesse Hicks, Richard Hurley, and Joseph Penica; **30-year members** John Boeshore, James Heiser, Ira Mummert, Steven Reinhart, Fred Stevenson, and Isabel McNaughton; **35-year members** Daniel Blascovich, Herley Dorman, John H. Enders Jr., Reynolds Glunt, Howard Trautman, David White, and Eugene Lindsey; **40-year members** Lloyd Bowers, Allen Jones, John Lahr, and Howard Via; and **45-year members** Harry Lyons, Paul W. Witmer Sr., Roy D. Witmer Jr., and George H. Wolpert.

WENATCHEE, WASH.

Harry B. Wagner Sr., a member of Local 2205, who says he's never been in arrears, recently received his 65-year pin. Above, Wagner poses with his wife.

Memphis, Tenn. Picture No. 1

Memphis, Tenn.—Picture No. 2

Memphis, Tenn.—Picture No. 3

Memphis, Tenn.—Picture No. 4

Memphis, Tenn.—Picture No. 5

Memphis, Tenn.—Picture No. 6

Memphis, Tenn.—Picture No. 8

MEMPHIS, TENN.

Local 345 recently held its annual pin presentation ceremony in the Carpenters' Building in Memphis.

Picture No. 1 shows 20-year members, from left: Mason Williams, H. R. Piland, R. E. McDaniels, Gerald H. Bennett, Wm. T. Cox Jr., R. E. French, I. E. Johnson, and Loy E. Smith.

Picture No. 2 shows 25-year members W. T. David, left, and Wm. R. James.

Picture No. 3 shows 30-year members, from left: Wm. M. Delk, Gerald C. Cox, and Alva Johnson.

Picture No. 4 shows 35-year members, from left: Frank J. Bennett Sr., George H. Daniels, Earl H. Laatsch, and C. W. Moore.

Picture No. 5 shows 40-year members, from left: N. C. Brigance, Edgar Duncan, M. E. Hutchens, and John W. Lacy.

Picture No. 6 shows 45-year members O. P. Davis, left, and T. A. Graham.

Picture No. 7

Picture No. 7 shows 50-year member W. H. Russum.

Picture No. 8 shows Representative George W. Henegar, left, being presented with a 45-year pin by Alva Jackson, Local 345 financial secretary.

Members receiving pins but not pictured are as follows: **20-year members** James E. Black, J. C. Bradley, W. E. Fortner, M. H. Gentry, H. D. Harrison, J. A. Parsons Jr., W. F. Sturdivant, and J. L. Traver; **25-year members** R. H. Ales, Simon O. Ervin, Woodson Harris, Revis Lockhart, V. B. McAlister, H. T. McMillen, Clarence Rhea, T. H. Shelton, H. H. Smith, and James E. White; **30-year members** Charles L. Barton, C. M. Burns, G. L. Coley, C. F. Holloway, David J. Jones, D. L. Laster, E. D. Lee Jr., J. E. Lyons, Ben Morris, C. V. O'Neil, T. E. Pennington, M. E. Ratliff, Ira D. Stewart, and Willie Lee Woods; **35-year members** F. E. Cook, J. D. Gentry, A. H. Jones Jr., J. H. Littlejohn, James T. Moore, J. R. Thurman, and E. J. White; **40-year members** Grady Hart, Herman Houston, H. P. Jones, and John T. Lyon; **45-year members** E. F. Culp, H. A. Kellum, J. S. Lowe, Louie Powell, and Frank White; and **50-year members** E. L. Adcock and J. W. Vaughn.

Elizabeth, N.J. Picture No. 1

Elizabeth, N.J. Picture No. 3

ELIZABETH, N.J.

At the annual Christmas party and service pins awards night, Local 715 conferred continuous service pins upon several members.

Picture No. 1 shows 30-year members, from left: Chaim Ash, Joseph Friedrich, Allan Fredericks, Walter Peal, John Harkins, Charles Berzinec, and John Casey.

Picture No. 2 shows 40-year members, from left: Allen Froschauer, Steve Cyglear, Nick DeMarco, Sidney Resnick, and Gus Solazzi.

Picture No. 3 shows 35-year members, from left: Business Representative John Williams, William LaMorte, Nat Szmiga, John Koziol, George Fehrenbacher, with President John Vella.

Picture No. 4 shows 45-year member Lawrence Carr, center, with Williams, left, and Vella, right.

Elizabeth, N.J.—Picture No. 2

Elizabeth, N.J.—Picture No. 4

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

First Canadian Club Chartered in BC

In January, a group of retired carpenters met in Victoria to form the first UBC Retirees Club in Canada, Retirees Club 53. The brothers who attended this historic meeting are all long-time members of the Brotherhood and include past business agents, recording secretaries, trustees, vice presidents, and other officers of the union including retired general executive board member E. T. "Al" Staley who is also a past president of Local 1598, Victoria, B.C.

Victoria is noted for being the retirement capital of Canada, a fitting location for the first Brotherhood retirees club in Canada.

Charter members of Retirees Club 53, Victoria, B.C., pictured above are, from left, Glen Eby; Rick Ferrill, past business agent; Wally Silberhorn; Jack Schellenberg; Bob Curry; and Peter Tolen. Standing, from left, are Gordon Paddon, past trustee; George Lovgren; Del Porteous, past conducter; Ivor Moline; Guy Packard; Art Kilgore, past recording secretary and vice president; Helmut Arnkens; Bill Weavers, past recording secretary; Morris Sobie; Jim Sawyer, past business agent; Sam Elrose; and E.T. "Al" Staley.

Tool Collector Enriches Indiana Museum

Five generations of carpenters can accumulate an awful lot of planes, braces, and hammers. Just ask Kenneth Jordan, a retired member of Local 232, Ft. Wayne, Ind. He recently donated his collection of over 100 antique carpentry and woodworking tools to the Noble County Historical Society. The collection began with the tools used by his grandfather who came to the States from England in 1888. He had learned carpentry skills at the knee of his father, who, in turn, had been taught by his father—Jordan's great-great-grandfather. One of Jordan's most prized possessions, a weathered journal started by this great-great-grandfather in May 1878, contains information about each work day, including the day's appointments, business transactions, and the prices of materials and services. Jordan's great-grandfather later used the same journal.

The tools in the collection have come from his family, people he has worked with, and his trips to sales and flea markets. Brother Jordan will tell you about the set of 20 different wooden planes that he has cleaned and restored to almost-new condition. He bought them for less than their early 1800s price. He also has an American broad ax from the late 1700s, an all-wooden brace made in Sheffield, England, and a rare set of bits, still in the original leather sheath. A study of early American tools has convinced Jordan that his collection is pretty comprehensive, including a sampling of almost every kind of carpentry and woodworking tool used by early settlers.

Kenneth Jordan makes a final examination of his extensive tool collection.

Jordan says he will miss having the tool collection nearby. He's worked carefully over the last 20 years to preserve and restore each tool—and he's enjoyed being able to use some of them in his own projects. But since he retired, he and his wife have been spending their winters in Texas and their summers in Wisconsin and Jordan has worried about the safety of his collection.

What better way to ensure its safety and relieve his worries than to donate the collection to a museum? Jordan welcomed the opportunity to share his hobby through a display in the Old Jail Museum in Noble County. The tools have all been recorded and labeled for the viewer's information, and now a bit of the past is on display for the community.

WIDOWS WELCOME

A recent letter to the General Secretary raised a question regarding membership in retirees' clubs. Daniel T. Reynolds, recording secretary for Retirees Club 2 in Kansas City, Kan., wrote to ask if the widows of UBC members were eligible for membership in a UBC retirees club. His letter has been answered individually, but we thought there may be some others out there with the same question: yes, widows of UBC members are welcome to enjoy the activities and privileges of membership.

Kansas City Retirees Share Their Blessings

Last Christmas the members of Retirees Club 3, Kansas City, Kan., spread more than just good cheer in their community. The group sent out 23 checks for $60 to needy members of the District Council. They got suggestions from business agents and other members, and were able to make Christmas a little merrier for those less fortunate.

The club continued their concern for others into the new year by sending a check for $200 to the Louisiana Pacific strike fund.

Club No. 11 Holds Annual Dinner

Retirees' Club Number 11 brings together those from Local 4, Davenport, Iowa, and Local 166, Rock Island, Ill., for a variety of activities. A recent event was the annual dinner for retirees. Members of the committee who planned the dinner are pictured above, front row, from left, Bernard Rowe, club president; Bill Fox, secretary; Hank Bennett; Gwyn Hughes, treasurer, and Marcel VandeWalle, financial secretary. Back row, from left, are Bill Aringdale, business agent for Local 4; and Weldon Hidlebaugh.

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Compensation Taxes

Continued from Page 9

jobless except a handful in Alaska and Puerto Rico—are receiving benefits.

It is not just the long-term jobless who are adversely affected, he pointed out. Many of those trying to survive without benefits are the ones who never get on the rolls because of "harsh disqualification measures," or who lose their eligibility prematurely.

"It is unconscionable that the employers who fought tooth-and-nail to make the unemployment compensation laws more restrictive are now being rewarded by substantial slashes in their unemployment insurance taxes," Seidman stressed.

The drive to lower employers' insurance costs is being paced by California, which will chop its rate almost 24% this year. In Massachusetts, employers will pay 16% less in unemployment taxes in 1986 than they did last year, and only half as much as they did in 1984. Arizona is lowering its rate 15% from the 1985 level.

The disclosure of the state action came as the Center on Budget and Policy Priorities was reporting that only 32.6% of the jobless got benefits last year. The study, based on an analysis of Labor Department data, emphasized that this was the lowest level of benefit payments since the program was inaugurated in the depths of the Great Depression of the 1930s.

Unemployment insurance coverage last year was "dramatically less" than at any time in the 1970s, according to John Bickerman, the center's research director.

"The 5.6 million persons without benefits was more than 2 million persons greater than in any year in the 1970s," Bickerman pointed out, and was almost unchanged from 1982, when unemployment hit double-digit levels at the bottom of the Reagan Recession.

The center blamed much of the drop in coverage on the Administration's decision, in which Congress concurred, to end the supplemental compensation program in March 1985. That program provided payments for an additional 8 to 14 weeks to jobless workers who had exhausted all other benefits. Elimination of the supplemental program drove 340,000 of the unemployed from the benefit rolls.

Although present law permits jobless workers to draw benefits for a maximum of 26 weeks, Bickerman said, many jobless workers fail to qualify for the maximum "as a result of tougher eligibility criteria." UBC

Cancer on the Job

Continued from Page 24

during their four-year course of study. You should tell your doctor about your job, what you might be exposed to, and what you know about the hazards of those exposures. Exposures on previous jobs may also be important due to the long latency period of most cancers. By letting the doctor know what may have caused your cancer, it could help him or her identify possible cancer hazards in the workplace and prevent future cancers for other workers. It also will help you collect evidence for later workers' compensation claims.

RESOURCES

For more information on cancer in the workplace you should read:

Cancer and the Worker. Phyllis Lehman, third printing 1978, New York Academy of Sciences (2 East 63rd St., New York, New York 10021). $5.50 including postage. A short easy to read introduction to cancer in the workplace.

"Everything Doesn't Cause Cancer." National Cancer Institute pamphlet, NIH No. 80-2039, available from NCI (Bldg. 31-A, Room 10A18, 9000 Wisconsin Ave., Bethesda, Maryland 20205).

Other Sources of Cancer Information

National Cancer Institute, Bldg. 31-A, Room 10A18, 9000 Wisconsin Ave., Bethesda, Maryland 20205 (301/496-5583). Cancer communications-information office will answer any questions you have about cancer and its causes. Also publishes a bibliography on cancer in the workplace. (NIH Publication No. 81-2001).

Carcinogen Information Program. (P.O. Box 6057, St. Louis, Missouri 56139). The program has produced a series of 18 short bulletins alerting the public to hazards from cancer-causing chemicals. They can be obtained free by writing to the program. The program also will answer written requests for information about hazards.

UBC Safety and Health Department. The International has its own Safety and Health staff in the Industrial Department which can help you search for information on possible carcinogens and on cancer in the workplace. They have an extensive library and access to computer data banks. Also, the original version of this article in booklet form may be obtained from the safety and health staff. Contact Joe Durst, United Brotherhood of Carpenters, 101 Constitution Ave., N.W., Washington, D.C. 20001, or call 202/546-6206. UBC

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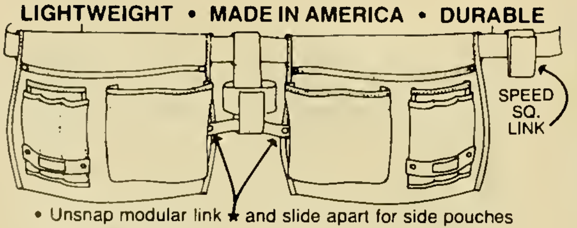

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IN MEMORIAM

The following list of 790 deceased members and spouses represents a total of $1,398,917.24 death claims paid in December 1985; (s) following name in listing indicates spouse of members.

Local Union, City

3 **Wheeling, WV**—John Freeman, Mary Homer (s), Olis W. Thornberry.
7 **Minneapolis, MN**—Evelyn J. Hanson (s), Norbert Andring.
8 **Philadelphia, PA**—Leonard Alberto, Mario L. Ventriglia, Paul J. Carberry, Wilfred Vaudreuil.
9 **Buffalo, NY**—George Mellors.
10 **Chicago, IL**—Glenn E. Prescott, Hershel E. Wingo, John Schlau, Theodore C. Lauterbach.
11 **Cleveland, OH**—Fred N. Singer.
12 **Syracuse, NY**—Joseph Angeloro.
13 **Chicago, IL**—Emma Chavez (s).
14 **San Antonio, TX**—Oscar Fulghum, Jr.
15 **Hackensack, NJ**—Bernt S. Berntsen, Edward Edone, Elin E. Newquist (s).
16 **Springfield, IL**—Norval Franklin Melton.
17 **Bronx, NY**—Edward Karner, Eric Laaksonen, Josiah Whyte, Mabel Torjesen (s), Mina Crisafulli (s).
20 **New York, NY**—Dominick Ellera, Elmer Sandberg, Nels Odson, Russell McAuliffe, Sebastian Leonardi.
22 **San Francisco, CA**—Audie Vick, Charles Smoot, Dale Dyzbalys, George W. Price.
24 **Central, CT**—Anthony J. Raccio, Frank Hoben, George Bartis, Joseph Fow.
27 **Toronto, Ont., CAN**—Charles H. Bambrough, Fernando Debrito, Gerald F. Hawkins, Joseph P. Campbell.
28 **Missoula, MT**—Fred Engel, Robert L. Johnson.
30 **New London, CT**—Helen Briggs (s), Onesime Maurice.
31 **Trenton, NJ**—William J. Driver, Sr.
33 **Boston, MA**—Clifford S. Bennett, Thomas M. Kennedy.
34 **Oakland, CA**—Melvin E. Crawford.
36 **Oakland, CA**—Arthur E. Helmkamp, Arthur L. Fain, Francis J. Siegle, Georg Klehs, Henry Ordeman, James Smith, Jr., John J. Bossert, Mickey W. Werb, Roy D. Reeves, Russell H. Bishop.
54 **Chicago, IL**—Paul Majka.
55 **Denver, CO**—Adam J. Schamberger, Carl E. Borgeson, Francis Stephan, Joseph D. Gunnoe, Lloyd L. Smith.
58 **Chicago, IL**—Carl G. Carlson, Kenneth Ries, Peter F. Mausolf.
60 **Indiananpolis, IN**—Allen R. Smith, Ary M. Heck, Janyce D. Ellis (s), Raymond E. Gee, Walter L. Dake.
62 **Chicago, IL**—Paul Bert Olson.
64 **Louisville, KY**—Delma D. Sullivan, Lois Ann Nugent (s), McKinley Thurman, Sr.
66 **Olean, NY**—Christine J. Palmer (s), Edith F. Fanton (s), Elton E. Carlson.
73 **St. Louis, MO**—Joe B. Touchstone.
74 **Chattanooga, TN**—Homer T. Johnson, Leon W. Moore, Jr.
76 **Hazelton, PA**—Thomas Buglio.
80 **Chicago, IL**—Lorraine O. Kapel (s), Plinio Pagni.
87 **St. Paul, MN**—Doris L. Mohr (s), Elaine Behm (s), Frank Fredrickson, Harold Danielson, John Libhardt, Julia Priebe (s), Lloyd M. Collins, Merrill W. Phillips, Milton H. Braatz, Oscar Morseth.
90 **Evansville, IN**—Lillie Marie Huey (s), Rayetta Hughes (s), Sharon Smitley (s).
91 **Racine, WI**—Walter Koch.
94 **Providence, RI**—James White.
98 **Spokane, WA**—Carmin L. Bemiss, Charles D. Atkinson, Homer L. Stumbough, Robert L. Mallette.
100 **Muskegon, MI**—Edgar York.
101 **Baltimore, MD**—Claude J. Buckmaster.
104 **Dayton, OH**—John W. Bafs, Kirtley Humphrey.
105 **Cleveland, OH**—James R. Rastatter, John D. Walker, Jr.
106 **Des Moines, IA**—Clair R. Roberts, Doris Louise Trower (s).
108 **Springfield, MA**—Joseph Leo Ducharme.
109 **Sheffield, AL**—George R. Randolph, Hobson Price.
110 **St. Joseph, MO**—Ethel Hetherington (s), Nelson A. Wright, Roy B. Hetherington.
111 **Lawrence, MA**—Susan A. Roberge (s).
112 **Butte, MT**—Ord Mitchell.
114 **East Detroit, MI**—Wilfred Hansen.
116 **Bay City, MI**—Geraldine L. Jones (s).
118 **Detroit, MI**—Ben Stime, Lawton L. Dodd, Lorene Ostrander (s), Nicholas Yekin, Walfred T. Naasko, Zemery G. Harden.
120 **Utica, NY**—Alfred Monopoli.
122 **Philadelphia, PA**—Elizabeth J. Coffin (s), Joseph Varley, Stephen Seger.
124 **Passaic, NJ**—Antonio Buonocore, Joseph J. Tamburo, Thomas Walmsley.
131 **Seattle, WA**—Curren Troy Collins, Henry W. Schneider, Hilda J. Swensen (s), James R. Dunn, Louis V. Benson, Lutie Lee Williams (s), Ronald W. Hoefer, William A. Chramosta.
132 **Washington, DC**—Elizabeth Green (s), Harold C. Beacom, John W. Skinner.
141 **Chicago, IL**—George Pearson.
142 **Pittsburgh, PA**—Esther A. Lander (s).
162 **San Mateo, CA**—Joan Arlene Reeves (s).
165 **Pittsburgh, PA**—Albert S. Wilson, Anthony J. Mariani.

Local Union, City

168 **Kansas City, KS**—Edward Kvaternik.
171 **Youngstown, OH**—George Schuller, Grace Mae Baldwin (s).
174 **Joliet, IL**—Clarence A. Weidemann, James A. Knowles, Roy P. Stellwagen.
180 **Vallejo, CA**—Carl Jones.
181 **Chicago, IL**—Carl Fred Swanson, Willard O. Norberg.
182 **Cleveland, OH**—Herbert Andrew Wachsman, Joseph J. Podlena, Robert M. Roy.
183 **Peoria, IL**—Charles L. Kuntz.
184 **Salt Lake City, UT**—Ellis J. Seeds, Emily K. Ellerbe (s), Herman B. Jensen.
190 **Klamath Falls, OR**—Samuel V. Ellis.
195 **Peru, IL**—Alvin H. Retat.
198 **Dallas, TX**—Beverly Abbott (s), Claudia Hedgecock (s), Warren G. Finster, William Jessie Fields.
200 **Columbus, OH**—Dwight Wilcox, Ellen Irene Shannon (s), William E. Lowe.
201 **Wichita, KS**—Charles L. Byfield, Wilbur G. Strain.
210 **Stamford, CT**—Joseph L. Cadrin, Joseph Michael Cheney, Mary S. Strate (s), William Hardy.
211 **Pittsburgh, PA**—Samuel Hollenberger, Jr.
213 **Houston, TX**—Edgar L. Mathews, Sr., Floyd Franklin Parker, Harry Louis Zedler, June J. Phelps (s), Violet Anna McIlveen (s), William Henry Morris.
218 **Boston, MA**—Ernest L. Nelson.
220 **Wallace, ID**—Edward J. Lannen.
223 **Nashville, TN**—David Walter Dement, Jr., William Lindell Robertson.
225 **Atlanta, GA**—Charles Starcher, Frank O. Edmonson, George Brumfield, Sr., Henry Curtis George, Sr., John H. Harrelson.
229 **Glens Falls, NY**—Wilson M. Stanton.
230 **Pittsburgh, PA**—Charles R. Shumaker, Robert G. Neal.
235 **Riverside, CA**—John T. Unrue.
246 **New York, NY**—Nathan Schneider.
247 **Portland, OR**—Carl A. Larson, Giles B. Richardson, Lorents A. Lorenzen, Milford M. Spier, Octa Ellen Duggins (s), Olav B. Emberland, S. J. Schulthies, Selma V. Bailey (s).
250 **Lake Forest, IL**—Clarence Ollie Tucker.
256 **Savannah, GA**—Beasley E. Austin, Eugene E. Purcell.
257 **New York, NY**—Axel Johnson, Elaine Altevogt (s), Nils Hanson, Ture Roslund.
260 **Berkshire County, MA**—John Ericksen.
264 **Milwaukee, WI**—Arnold C. Pennebecker, Carl L. Pfeifer, William Crawford.
265 **Saugerties, NY**—Bernice F. Hill (s).
267 **Dresden, OH**—Clarence R. Swank.
268 **Sharon, PA**—Joseph Fleri.
272 **Chicago Heights, IL**—Mary Perino (s).
275 **Newton, MA**—Fred Atwell, William Danforth.
278 **Watertown, NY**—Oliver T. Raymond.
280 **Niagara-Gen & Vic, NY**—Donald B. Eaton, Joseph R. Falsetti.
281 **Binghampton, NY**—Erving B. Lambert.
287 **Harrisburg, PA**—Elvin C. Zielinski, Ethel B. Ross (s), Margaret A. Miller (s), Virginia A. Witmer (s).
296 **Brooklyn, NY**—Peter Moland.
297 **Kalamazoo, MI**—Richard A. Ritter.
302 **Huntington, WV**—Amos Oney, Clarence R. Thompson, Emogene Saunders (s).
304 **Denison, TX**—Elmer Harlan Johnson, Lester Lee Geis.
316 **San Jose, CA**—Clifford Richardson, Glenn L. Seger.
317 **Aberdeen, WA**—Leo A. Sabanski.
324 **Waco, TX**—Edwin Wolske.
329 **Oklahoma City, OK**—Ernest Allen McAlister, William H. Falvey.
333 **New Kensington, PA**—Francis E. Metts.
334 **Saginaw, MI**—Clyde E. Shaw.
335 **Grand Rapids, MI**—George Nelson Van Lente, Hannes E. Rantala.
338 **Seattle, WA**—Etta S. Morehouse (s), Russell Morehouse.
340 **Hagerstown, MD**—Virginia L. Swain (s).
342 **Pawtucket, RI**—Emile Racine.
344 **Waukesha, WI**—Mason W. Christianson.
345 **Memphis, TN**—Clifton O. Smith, Dolores Jeanette Cox (s).
348 **New York, NY**—Gloria J. Petrilli (s), William Wiitamak.
350 **New Rochelle, NY**—Giuseppe Cozzi.
354 **Gilroy, CA**—George V. Watts, Joseph H. Young.
359 **Philadelphia, PA**—Cecelia A. Foley (s), Charles Guenst, Ernest Schoeck, Frank DeTommaso.
370 **Albany, NY**—Elizabeth Schidzick (s), George Vandenhouten, Nacy J. Petralia, Norman E. Wensley, Robert I. Barnes.
374 **Buffalo, NY**—Louis Montemage.
379 **Texarkana, TX**—Marguriette Annie Rider (s).
388 **Richmond, VA**—Willie Lee Woods (s).
393 **Camden, NJ**—May U. Fair (s).
399 **Phillipsburg, NJ**—Edward O. Osmun, Salvadore Vonelli.
400 **Omaha, NB**—Clara A. Sweetman (s), Clyde Edmonds, Frank L. Sutton, Gerald V. Vermuele.

Local Union, City

403 **Alexandria, LA**—Clem Roy.
404 **Lake Co, OH**—Charles J. Winters, Charles Susman, Esther M. Ritari (s), Fred L. Kitley.
407 **Lewiston, ME**—Louis Parent.
411 **San Angelo, TX**—Mae Dell Austin (s).
413 **South Bend, IN**—Earl E. Yeagley, Ellis M. Heminger, Frank E. Sailer.
422 **New Brighton, PA**—Edward Blanarik.
424 **Hingham, MA**—William H. Weston.
433 **Belleville, IL**—David H. Gronemeyer, William L. G. Hauck.
452 **Vancouver BC, CAN**—Gina Bellio (s).
453 **Auburn, NY**—John L . Baier.
454 **Philadelphia, PA**—John J. Sorensen.
455 **Somerville, NJ**—Anna Susko (s), Elias H. Sutton.
465 **Chester County, PA**—Lewis E. Thomas.
469 **Cheyenne, WY**—Oran L. Loshbaugh.
470 **Tacoma, WA**—Gotthilf B. Mueller, Harold Vik, Hildegard Martha Strautman (s), James Beckman, Judith C. Burke (s).
480 **Freeburg, IL**—Edward Nowicki.
515 **Colorado Springs, CO**—Elred Bolger.
517 **Portland, ME**—Ethel Bergh (s).
530 **Los Angeles, CA**—Conrad E. Freudiger, Erik Algot Moline.
531 **New York, NY**—Bernard Forde.
541 **Washington, PA**—Joseph Martin Kendgia.
543 **Mamaroneck, NY**—Charles Trifiletti.
550 **Oakland, CA**—Fred Hobbs, George A. George, George E. White, Salvatore A. Russeo.
556 **Meadville, PA**—Evelyn H. Getty (s), Walter F. Biel.
557 **Bozeman, MT**—John Malcolm Nickey.
558 **Elmhurst, IL**—Harold J. Kane.
563 **Glendale, CA**—Leona W. Raia (s).
565 **Elkhart, IN**—Elaine U. Essig (s).
569 **Pascagoula, MS**—Arthur C. Hawthorne.
586 **Sacramento, CA**—George H. Pino, Orville J. Imel, Wilbur C. Wolfe.
599 **Hammond, IN**—Albert Delibertis, Anton Felker.
600 **Lehigh Valley, PA**—William D. Leiby.
606 **Va Eveleth, MN**—Delia Signe Bodas (s), Donald C. Pollary.
608 **New York, NY**—Hans Thorkelsen, Joseph Malczynski.
610 **Port Arthur, TX**—James B. Barclay.
621 **Bangor, ME**—Carroll A. Harris.
622 **Waco, TX**—Lloyd G. Hayes, Walter A. Skipworth, William L. Scott.
623 **Atlantic County, NJ**—Horace Sampson.
624 **Brockton, MA**—Fred Littlefield.
625 **Manchester, NH**—Simonne C. Racicot (s), Sylvio I. Dube.
626 **Wilmington, DE**—Joseph M. Wright, Lloyd V. Killen, Walter Kistenmacher.
627 **Jacksonville, FL**—Leslie A. Moore.
634 **Salem, IL**—William Howard Phillips.
635 **Boise, ID**—Clarence E. Newell.
640 **Metropolis, IL**—Frank L. Werner.
642 **Richmond, CA**—Robert Elvin Lamun, Robert Vernon Wise.
657 **Sheboygan, WI**—Hans Fischer.
660 **Springfield, OH**—Herbert F. Grant, Hobert N. Boggs.
665 **Amarillo, TX**—Woodrow Wilson Byars.
668 **Palo Alto, CA**—Andrew S. Feltrop, Raymond Taylor.
690 **Little Rock, AR**—B. E. Butler.
696 **Tampa, FL**—Johann Haase.
701 **Fresno, CA**—John T. Cargill, Warren G. Cox
704 **Jackson, MI**—Harold G. Foster.
705 **Lorain, OH**—Elmer J. Schoff.
710 **Long Beach, CA**—Dorothy G. Hahn (s), Jerry E. Okeefe.
715 **Elizabeth, NJ**—John Kalamen, Warren Schierenbeck, William Heffernan.
721 **Los Angeles, CA**—Joseph W. Shields, Walter V. Barrett.
725 **Litchfield, IL**—Wm. Fenwick Nelson.
739 **Cincinnati, OH**—Louis Kramer.
740 **New York, NY**—Abraham Goldberg, Agnes McCartney (s).
743 **Bakersfield, CA**—Lee J. Larios, Miley Mae Davis (s).
745 **Honolulu, HI**—Nishibata Soichi, Tatsumi Nagai, Toshitsuka Oshiro.
747 **Oswego, NY**—Byran Rurey.
751 **Santa Rosa, CA**—Georgia Lucille Lovelace (s).
753 **Beaumont, TX**—Paul Jack Zoch.
755 **Superior, WI**—Ernest A. Linder, Violet F. Carlson (s).
756 **Bellingham, WA**—Everett A. Becker.
763 **Enid, OK**—Melvin S. Martin.
767 **Ottumwa, IA**—William Ralph Agee.
769 **Pasadena, CA**—Marjorie Velma Jensen (s).
770 **Yakima, WA**—Florence M. Cosgrove (s).
790 **Dixon, IL**—Robert S. Sines.
792 **Rockford, IL**—Barbara Jean Anderson (s).
821 **Springfield, NJ**—Andrew Gentry, Henry Lemanski, Joseph E. Poda, Jr.
832 **Beatrice, NE**—Leland Morris.
839 **Des Plaines, IL**—Anna H. Donlea (s), Conrad F. Shelton.

Local Union, City

844 **Canoga Park, CA**—Flora Elizabeth Sparks (s), Walt J. Gwiazdowski.
845 **Clifton Heights, PA**—Fred Weischedel, Richard F. Oaks.
848 **San Bruno, CA**—Frank A. Quadros.
857 **Tucson, AZ**—Ethel B. Echnoz (s), George Marble, Viola McCormick Clark (s).
899 **Parkersburg, WVA**—Howard L. Deever, Jr.
900 **Altoona, PA**—Evans Hite, Sr.
902 **Brooklyn, NY**—Antonio Santoro, Edward Callegari, George Bayer, Hjalmar Johnson, Mathilde Johansen (s), Pedro Santos, Richard Klose.
904 **Jacksonville, IL**—Fred M. Simmons.
906 **Glendale, AZ**—Floyd R. Cole, Keith J. Mulholland, Marcella M Goetz (s).
916 **Aurora, IL**—Lloyd Vest.
925 **Salinas, CA**—Charles Kiso.
932 **Peru, IN**—William L. Cree.
940 **Sandusky, OH**—Zeldon E. Mesnard.
943 **Tulsa, OK**—Hughey Coughran.
953 **Lake Charles, LA**—Charles W. Johnson, Louis Edward Hatsfelt, Sr.
955 **Appleton, WI**—Edward C. Besaw.
958 **Marquette, MI**—Kenneth A Montagna.
971 **Reno, NV**—Rayburn M. Brown.
973 **Texas City, TX**—Dan P. Ray.
974 **Baltimore, MD**—Hugh P. Coyle, Jr., Minika T. Pedersen (s).
976 **Marion, OH**—Lester Leroy Stiner.
978 **Springfield, MO**—Junior F. Dyson.
981 **Petaluma, CA**—Frank Donahue.
998 **Royal Oak, MI**—Frank L. Jones, George Pihajlich, Harold V. Turner, Sharon Schnell (s).
1000 **Tampa, FL**—Elberta Miller Johnson (s).
1026 **Miami, FL**—Conrad Bothun, Kermit Tindell.
1027 **Chicago, IL**—Abram Goldberg, Jacob Gordon, James L. Jones.
1042 **Plattsburgh, NY**—Hazel Gough (s).
1050 **Philadelphia, PA**—Benjamin Lorenzo, Salvatore Pigliacelli.
1052 **Hollywood, CA**—Gerald Morrison, Joseph Alfred Gray.
1059 **Schuylkill County, PA**—Frank Marcolla.
1062 **Santa Barbara, CA**—Daniel L. Wright, Marguerite Masonheimer (s).
1067 **Port Huron, MI**—Girvan Kerr.
1073 **Philadelphia, PA**—John Calhoun, William Shaffer.
1097 **Longview, TX**—Howard A. Finley.
1100 **Flagstaff, AZ**—Frank Abbatte.
1102 **Detroit, MI**—Betty Jackson (s), Fred S. Larson, Harold A. O'Neil, Hector McGregor, Patrick Brown.
1104 **Tyler, TX**—Hershel Edwin Newman.
1108 **Cleveland, OH**—Leonard A. Van.
1120 **Portland, OR**—Joe Baricevic, John H. McConnell.
1138 **Toledo, OH**—Mae Bell Reifert (s), Roy Smith.
1140 **San Pedro, CA**—Amelia Marotta (s), Charles Landers.
1145 **Washington, DC**—William F. Walker.
1146 **Green Bay, WI**—Joseph Hendricks, Joseph Nichols.
1147 **Roseville, CA**—Jacob Kramer, Leo Lorenson.
1149 **San Francisco, CA**—Frank W. Durgin, Jr., Nelson A. Wright.
1151 **Thunder Bay, ON CAN**—Phyllis Morden (s).
1155 **Columbus, IN**—Leonard J. Brewer.
1164 **New York, NY**—Louis Casamassima.
1176 **Fargo, ND**—Leo E. Washtock.
1184 **Seattle, WA**—Albert Simmons, Donald A. Kiehlbauch, Isaac McDonald, Walter W. Anderson.
1207 **Charleston, WVA**—Alice R. McClain (s).
1227 **Ironwood, MI**—Jack V. Mattson.
1235 **Modesto, CA**—Gerald D. Brown.
1240 **Oroville, CA**—Jessie M. Anglin (s).
1241 **Columbus, OH**—James A. Kilbarger.
1245 **Carlsbad, NM**—David L. Long, Ernie E. Brown, Ralph Thornton, William F. Norris.
1258 **Pocatello, ID**—Thomas H. Phillips.
1266 **Austin, TX**—Richard M. Franklin.
1274 **Decatur, AL**—Robert H. Garrett.
1275 **Clearwater, FL**—Eveline Carlton (s), Ralph Anderson.
1277 **Bend, OR**—Ray A. Markham.
1278 **Gainesville, FL**—George W. Harris.
1296 **San Dirgo, CA**—Frank Moedl, Frank V. Loveday, Leon Palasik, Owen Martin Stephens.
1301 **Monroe, MI**—Ivan Johnson, Jason S. King.
1307 **Evanston, IL**—Rosalie Anderson (s).
1319 **Albuquerque, NM**—Fernando Lopez, Florah M. Andrews (s), Harvey A. Varley.
1323 **Monterey, CA**—Miguel M. Morales.
1325 **Edmonton AB, CAN**—Christian Jensen, Frank Kronebusch, Joseph Jesse.
1329 **Independence, MO**—Joseph A. Wilkes.
1334 **Baytown, TX**—Henry J. Lalumandier.
1342 **Irvington, NJ**—Frances Rosen (s), Sakarias Johnsen, Sam Rothstein.
1346 **Vernon, BC, CAN**—Eugenia Golin (s).
1351 **Leadville, CO**—John Poderzay, William L. Haneke, Jr.
1358 **La Jolla, CA**—Ada Mary Hill (s), Frances M Norris (s).
1363 **Oshkosh, WI**—Joseph Neubauer.
1366 **Quincy, IL**—Willard Fleer, Winifred Welchert (s).
1373 **Flint, MI**—William H. Root.
1381 **Woodland, CA**—Arthur J. Anderson, John Colombara.
1386 **Province of New Brunswick**—Corinne Breau (s).
1391 **Denver, CO**—Edward C. Leck, Herman A. Daddario, Juanita Irene Mannon (s).
1394 **Ft. Lauderdale, FL**—Ernest R. Mobley.
1397 **North Hempstad, NY**—Nathan Johanson.
1402 **Richmond, VA**—Johnny Clifton Harreli, William Harold Young.
1404 **Biloxi, MS**—Carrol L. Batia, Jr., George Herring.
1408 **Redwood City, CA**—Bradley Soward, Frederick A. Carlton, Marvin F. Conwell, Orville MacDonald.
1418 **Lodi, CA**—Harry Raymond Shelstead.
1421 **Arlington, TX**—Fred D. Searcey.
1437 **Compton, CA**—Ira E. Ruston, Juanita J. Ruther (s), Oscar Leon Shafer.
1438 **Warren, OH**—Robert G. Thompson.
1449 **Lansing, MI**—Forrest Winters.
1452 **Detroit, MI**—Alois J. Lammertyn.
1453 **Huntington Beach, CA**—Beatrice Richman (s), Jesse M. Green, Morris R. Whitehead.
1456 **New York, NY**—Jacob E. Svenningsen, John F. Sullivan, John Nersten, John W. Holman, Ragnar Carlson, Robert Saunders, Sten Stanley, Wilbert C. Jensen, Wilfred J. Luby.
1460 **Edmonton, Alta, CAN**—Elwood Roy Aldous.
1462 **Bucks County, PA**—Jack H. Ellis.
1471 **Jackson, MS**—Ralph Everett Dry.
1478 **Redondo, CA**—Thomas H. Wilson.
1486 **Auburn, CA**—Foster W. Wheeler.
1495 **Chico, CA**—Mirven P. Reed.
1496 **Fresno, CA**—Alfred L. Jorges.
1497 **E. Los Angeles, CA**—Hazel M. Sutton (s).
1498 **Provo, UT**—Marion Roundy.
1506 **Los Angeles, CA**—Calvin Jones, Patrick S. Henry.
1507 **El Monte, CA**—Marion L. Gibbs.
1509 **Miami, FL**—Eddie K. Dismuke.
1519 **Ironton, OH**—Frank Edwin West, James Franklin York.
1521 **Algoma, WI**—Edward Zuege, Virgil E. Hafeman.
1526 **Denton, TX**—Henry I. Reinart, James Floyd Murrell.
1529 **Kansas City, KS**—Donovan M. Easter.
1532 **Anacortes, WA**—Virginia May Russell (s).
1533 **Two Rivers, WI**—Gertrude M. Roelse.
1535 **Highland, IL**—Leland A. Stoff.
1539 **Chicago, IL**—Chester Drapinski, Frank J. Sefcik.
1553 **Culver City, CA**—Constance L. Williams, David Barnes, Gregg E. Lasha, June A. Ayer, Perry C. Allen, Quy T. Du, Robert Michael Finn.
1571 **East San Diego, CA**—Wilbur B. Haberman.
1577 **Buffalo, NY**—Daniel Gurbacki.
1583 **Englewood, CO**—Albert E. Sickler.
1590 **Washington, DC**—Jennings L. Dobyns, Theodore G. Johnson.
1594 **Wausau, WI**—Walter Griggel.
1596 **St. Louis, MO**—Mary Inez Flader (s).
1597 **Bremerton, WA**—Robert L. Workman.
1598 **Victoria, B.C. CAN**—Nils Holm.
1599 **Redding, CA**—Adrian Mossom.
1607 **Los Angeles, CA**—Clara C. Reisner (s), Josef F. Caviezel, Ronald H. Rhodes, Jr.
1618 **Sacramento, CA**—Judson E. Morey.
1622 **Hayward, CA**—Alvon V. Johnson.
1632 **S. Luis Obispo, CA**—Clifford E. Lackore.
1644 **Minneapolis, MN**—Norman Brakken (s).
1650 **Lexington, KY**—Dewey Clifford Rose, Ernest R. Burdette, Sr.
1669 **Ft. William, Ont., CAN**—Onni Abel Lappalainen.
1673 **Morgantown, NC**—John D. Stephens.
1685 **Melbourne-Daytona Beach, FL**—Anthony J. Janoskie, Catherine Beer Williams (s), Nellie Mae Fink (s), Robert C. Roberts.
1688 **Manchester, NH**—Robert E. Johnson.
1689 **Tacoma, WA**—Almer C. Mattsen, Arthur Jacot.
1691 **Coeur De Alene, ID**—Julia Antonich (s).
1694 **Washington, DC**—Leo Wikinger.
1699 **Pasco, WA**—Frank E. Lane, Roy Elder.
1708 **Auburn, WA**—Fred O. Lochridge.
1715 **Vancouver, WA**—Franklin E. Haun, George C. Bump.
1739 **Kirkwood, MO**—Margaret Widener (s), William S. Nicolson.
1741 **Milwaukee, WI**—Alice Ida Frenz (s), Elmer Frenz, Roy C. Wolter.
1749 **Anniston, AL**—Flem Archie Tarwater.
1750 **Cleveland, OH**—Orlo A. McKibben, Russell Villari.
1770 **Cape Girardeau, MO**—John Wilfong.
1772 **Hicksville, NY**—Finn Granstad, Walter Koppmann.
1778 **Columbia, SC**—Herbert A. Broadway.
1780 **Las Vegas, NV**—Floyd Savage, Jacob Romo, Keith W. Nunn, Raymond G. Holyfield.
1795 **Farmington, MO**—Cecil Ray Thomas, Lloyd Clark
1806 **Dallastown, PA**—Emanuel Stump.
1811 **Monroe, LA**—Woodrow W. Jenny.
1815 **Santa Ana, CA**—Earl E. Cheek, Frederick J. Grode, Jr., Helene Merchant (s), Norbert Risse, Theodore W. Frey.
1822 **Fort Worth, TX**—Gordon F. McLaughlin, Jessie Lou Beasley (s).
1836 **Russellville, AR**—James W. Ridout.
1837 **Babylon, NY**—Norlief Nilsen.
1839 **Washington, MO**—Mayrose S. Voss (s).
1846 **New Orleans, LA**—Charles L. Richardson, Elvira Landry, Forrest P. Daigrepont, Foster P. Desselles, Sr., John Dellavalle, Jr., Joseph G. Duplantis.
1856 **Philadelphia, PA**—John Gmiter, W. Robert McConnell.
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1971 **Temple, TX**—Barney Carroll.
1994 **Natchez, MS**—James C. Kerr.
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Georgia Power Project

Continued from Page 10

department per se," explains Wilhoit. "Our inspectors work out of construction in the three major disciplines—civil, mechanical, and electrical."

A unique part of the quality program at Plant Scherer is the construction department's annual quality improvement program, similar to the performance improvement goals and standards used in departments companywide.

Dennis Read, deputy manager of GP's quality assurance department, says, "The most important aspect of quality is where it comes from—the people, the workers—they're the most important part of the quality wheel—the ones doing the quality work."

RAIL CUTTING TOOL

A rail cut-off tool, which can cut many roll-formed and extruded rail sections, is available from Seiders Manufacturing, Inc., Madison, Wis.

The tool includes a stop block which can be set to the length required.

The rugged, durable tool is operated manually. Simply select the proper rail, set the stop block, slide the channel through the appropriate die until it touches the stop block. Then, pull the lever down to shear the rail clean.

Seider's cut-off tool can be designed to include custom dies to cut a variety of rail shapes and sizes. It is a popular tool for drapery rails and can be applied in many areas where a fast, clean, safe cut-off is required.

For more information and prices, contact Seiders Manufacturing, Inc., 5821 Femrite Dr., Madison, WI 53704 or call 608-222-0054.

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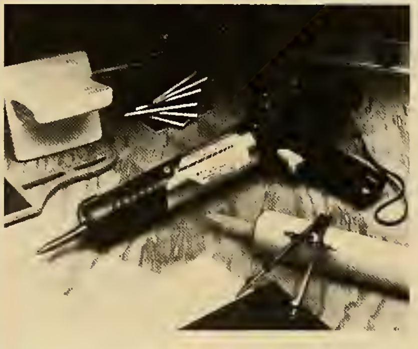
CORDLESS CAULKER



A new variable speed, cordless caulking gun is the latest addition to the family of rechargeable power tools available from AEG Power Tool Corporation of Norwich, Conn. The EZ 581 Variable Speed Caulking Gun has an electronic, adjustable speed control knob that allows users to match the flow of material required to different applications.

The EZ 581 Variable Speed Caulking Gun can be used for virtually any gluing, sealing or caulking application. The portable gun operates on a 2.4 volt DC, one-hour quick-charge battery pack that permits use wherever a power source is unavailable or inconvenient.

The new tool uses standard 11 ounce, tenth-size cartridges of caulk, glue, or sealant. The lightweight EZ 581 weighs 3.4 lbs., preventing user fatigue. The cord-free EZ 581 can apply up to 35 cartridges of caulk per charge in high speed at 46 seconds per cartridge.

Other features of the new caulking gun include a special no-drip feature that prevents material waste and a convenient lock-switch that prevents the discharge of material during clean-up or storage.

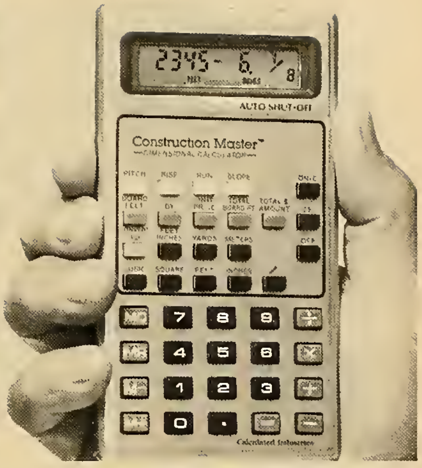
Each EZ 581 Variable Speed, Cordless Caulking Gun comes with a removable battery pack good for up to 300 full charges and a 120 volt AC battery pack charger. With an extra battery pack, work can continue without interruption.

For more information on the new AEG EZ 581 Variable Speed Cordless Caulking Gun, call or write: AEG Power Tool Corporation, 1 Winnenden Road, Norwich, CT 06360. Toll-free: (800) 243-0870, In Connecticut: (203) 886-0151 or contact your local AEG power tool distributor.

FOR ROOF-MOUNTS

The National Roofing Contractors Association announces the release of "Guidelines for Roof-Mounted Outdoor Air-Conditioner Installations." The 24-page booklet establishes recommended practices for the construction and waterproofing of roof curbs, piping, electrical wiring, and sheet metal duct-work.

Copies of "Guidelines for Roof Mounted Outdoor Air-Conditioner Installations" are available at $1 each for members of the National Roofing Contractors Assn. and $2 each for non-members. Order requests should be sent to: NRCA, 8600 Bryn Mawr Ave., Chicago, IL 60631. Credit card orders will be accepted by calling 312/693-0700.



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Tax Justice in An Election Year? Let's Hope So

Several current proposals will be studied by the Congress. Your voice is needed!

Most of us, this month, are beginning to get our papers together for the annual tax return. The deadline in the United States is April 15. In Canada it is April 30.

It comes every year without fail, and it hits most of us pretty hard. As much as one dollar out of every five earned flows out of our hands and into the federal coffers. And then, of course, there are local, state, and provincial taxes.

Many of you have to fall back on H & R Block, or a certified public accountant, or maybe a brother-in-law. Others of us burn the midnight oil to get it all together on time.

The problem is that we don't have a battery of tax consultants and tax attorneys like some of the major multinational corporations which are paying nothing or almost nothing in taxes year after year. Hardly any of us have these so-called tax shelters which help the moneyed people dodge the tax collectors. We ease the pain with tax deductions from salary, or we pay the hard way at the end of each year.

Much political talk has been uttered about easing our tax burden in the 1980s. President Ronald Reagan talked much about cutting taxes when he was campaigning for office in 1980, and a lot of voters—rank-and-file voters, that is—thought he was talking about their tax burdens. It turned out that his tax cuts, the following year, did very little for most of us. For the most part, they helped corporations with write-offs. They gave continued advantages to the oil and gas industry and other special interests.

What is needed, of course, is true tax justice—taxation based upon the ability to pay and taxation based upon the value to the individual and the corporation of government services.

Our union and the other unions of organized labor have a long history of advocating a fair tax structure. You'll find our founder, Peter McGuire, wrote about it in *Carpenter* more than a century ago.

We believe there is an inseparable relationship between fairness in taxation and the willingness of citizens to support their government.

The federal income tax structure has drifted further and further away from the principle of ability to pay. It is financing a diminishing share of the nation's public investment requirements, and it is incapable of meeting the revenue needs of the nation.

The corporate income tax currently accounts for less than 10% of federal budget receipts, and each year many huge and highly profitable corporations pay no federal income tax at all.

A major overhaul of the tax structure is long overdue. The federal income tax unfairly discriminates against one form of income—wages and salaries—in favor of unearned income, which can be sheltered through phantom deductions, capital-gains exclusions, phony losses, and overseas investments. Working men and women, who pay the lion's share of taxes, meet their income tax obligations in full every pay day.

Such a major overhaul must establish fairness, reduce complexity and end the preferential treatment given wealthy individuals and profitable corporations. It must diminish unfairness toward people who work for their money and eliminate favoritism toward people whose money works for them. To do this requires a full range of measures necessary to:

- **End the preferential double-standard which taxes workers' wages and salaries at far higher rates than "unearned income" on the savings, investments, and estates of the wealthy.**

- **Reinstate the corporate income tax as a major source of revenue and equity and eliminate the so-called incentives that subsidize mergers, takeovers, plant shutdowns, overseas investments, and other activities that conflict with the national interest.**

- **Develop a basic structure (with appropriate credits, exemptions, exclusions, deductions, and graduated rates) which assures that the poor are off the rolls, working people pay no more and no less than their fair share, and the loopholes and escape hatches for the wealthy are closed.**

Many of the proposals for reform currently before the Congress, including the Administration's, contain provisions that move toward these goals. At the same time, all the major proposals contain measures that conflict with fairness or take only modest and limited steps in curbing abuses of the wealthy and corporations and would unfairly affect the middle class and increase the tax burdens of many working people.

We will continue to oppose efforts to heap more of the tax burden on working people through taxing workplace benefits such as health care, unemployment insurance, and workers' compensation.

We believe the attempt to eliminate the deduction for state and local taxes will undermine the ability of states and localities to raise revenue and provide essential services for their citizens. We further deny that justice can be achieved through such limited approaches as the Administration's business tax proposals which pick and choose from the vast array of corporate preferences, keeping some and eliminating others. The result continues the distortions and retains the opportunities to manipulate the tax structure.

We also believe that any comprehensive tax measure worthy of support must curb the tax subsidies available to U.S. firms that subsidize off-shore production and export U.S. jobs.

The AFL-CIO is convinced that the consequences of the Reagan deficits ultimately will force the Congress to come to grips with the need to increase revenues. We will work with the Congress to ensure that any such revenue increases are equitable, and we will continue to oppose efforts to shift even more of the burden onto the backs of workers and the middle class through excessive or inappropriate use of excise taxes and fees for government services, a regressive and unfair national sales tax, value-added taxes, or other consumption tax devices which violate the fundamental principle of ability to pay.

Americans and Canadians alike must realize that union members are willing to bear their fair share of the tax burden. We are not trying to dodge our public responsibilities. We have learned the hard way that you have to pay for what you get in this life. Very few of us win lotteries or fall heir to fortunes.

We realize, as every responsible citizen must realize, that the federal deficits are enormous and that our children and our grandchildren will be paying interest on them unless we find better ways of raising federal revenue to pay off these debts.

We do not overlook the possibility of tax increases in some areas. **But will we get a tax increase**—in this, of all years, an election year? There are rumblings, *Business Week,* a fairly reliable barometer of business thinking, headlined recently: "Is a tax cut coming? It seems inevitable. And that may mean new energy levies or perhaps even a European-style value-added tax."

VAT—the value added tax—is a big money raiser, and it's sneaky. You pay all down the line as a product is put together, each step of the way. It's like a national sales tax, but it's written into the price of what you buy. In western Europe, the rates vary from 17% in West Germany, to 14% in Britain, to 22% in Denmark. A Dane adds 180% to the price of a car—thanks to VAT.

There's nothing wrong with a deficit—if it's kept in bounds. Few people could buy a house, or a car—without a manageable deficit. But we are paying big bucks in interest to carry this deficit and it ought to be reduced.

Look for the Senate to write a whole new tax bill, not like the President's, or the House-version. Then on to conference, where the fur will fly.

No tax bill ever comes easy, no matter where it's introduced—in city hall, the state legislature, a provincial assembly, or the Congress.

You can be assured, however, that union legislation monitors will be protecting your interests to the limits of their ability as this legislative year moves into high gear.

Your letters to legislators and financial support of the Carpenters Legislative Improvement Committee is vital to this effort.

Patrick J Campbell

Patrick J. Campbell
General President

THE CARPENTER
101 Constitution Ave., N.W.
Washington, D.C. 20001

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CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881

CONVENTION CALL

United Brotherhood delegates to convene in Toronto, Ontario

SEE PAGE 2

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Secretaries, Please Note

In processing complaints about magazine delivery, the only names which the financial secretary needs to send in are the names of members who are NOT receiving the magazine.

In sending in the names of members who are not getting the magazine, the address forms mailed out with each monthly bill should be used. When a member clears out of one local union into another, his name is automatically dropped from the mailing list of the local union he cleared out of. Therefore, the secretary of the union into which he cleared should forward his name to the General Secretary so that this member can again be added to the mailing list.

Members who die or are suspended are automatically dropped from the mailing list of The Carpenter.

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CARPENTER

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Toronto is a city ready for visitors. The Metropolitan Toronto Convention and Visitors Association is open Monday through Friday, with a toll-free number: 1-800-387-2999. *Teleguide* is Canada's videotex travel/leisure database designed for visitors and residents and accessed by terminals throughout Ontario's public access areas. The Toronto Transit Commission consists of 818 miles of subway, trolley, and streetcar routes. And *Key to Toronto* is an informative city magazine published monthly for hotel guests. In October of this year alone, Toronto will host such diverse events as the International Food and Wine Fair, the 4th International Ceramic Symposium, the Energy Lifestyle Show, the Toronto Ski Show, and of course, the United Brotherhood of Carpenters and Joiners 35th General Convention. (See General Convention Call, Page 2.)

Visiting between the neighboring countries, U.S. and Canada, is simple—no passport or visa is needed; U.S. citizens visiting over two days can bring back $400 U.S. in merchandise duty free.

Sights to see include the CN Tower, pictured on our cover, the tallest free-standing structure in the world; Fort York, a restored fort of the War of 1812 period; and Casa Loma, Sir Henry Pallatt's 98-room "dream castle," incorporating the finest features of numerous European castles.

Our cover picture shows Toronto's spectacular skyline taken across the water from Island Park.

Photo courtesy of Canadian Embassy

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

CARPENTER
CONVENTION CALL

CONVENTION CALL

United Brotherhood of Carpenters & Joiners
OF AMERICA
INSTITUTED AUGUST 12TH 1881

JOHN S. ROGERS
General Secretary

101 Constitution Avenue, N. W.
Washington, D. C. 20001

March 20, 1986

TO THE OFFICERS AND MEMBERS OF LOCAL UNIONS, DISTRICT, STATE, AND PROVINCIAL COUNCILS OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

Greetings:

You are officially notified that, in accordance with the action of the General Executive Board, the Thirty-Fifth General Convention of the United Brotherhood of Carpenters and Joiners of America will be held in the Metro Convention Center, Toronto, Ontario, Canada, beginning Monday, October 6, 1986, at 10:00 a.m. and will continue in session from day to day until the business coming before the Convention has been completed.

The basis of representation in the Convention, in accordance with Section 18-C, is: one hundred (100) members or less shall be entitled to one delegate; more than one hundred (100) members and not more than five hundred (500), two delegates; more than five hundred (500) and less than one thousand (1,000), three delegates; one thousand (1,000) members and less than fifteen hundred (1,500), four delegates; fifteen hundred (1,500) members and less than two thousand (2,000), five delegates; two thousand (2,000) and less than twenty-five hundred (2,500), six delegates; twenty-five hundred (2,500) and less than three thousand (3,000), seven delegates; three thousand (3,000) or more members, eight delegates. The number of members of the Local Union shall be the number in good standing in the month that the Convention Call is issued. Upon payment of a special per capita tax of $50 per year, which shall be payable not later than July 1 of each year, State, Provincial and District Councils shall be entitled to representation by election of one delegate.

A Local Union owing two months' tax to the General Office is not entitled to representation in the Convention.

In accordance with Section 18-F, upon receipt of the Convention Call, all Local Unions and Councils are directed to issue notice of special called meeting(s) for the purpose of selecting delegates to the Thirty-Fifth General Convention by secret ballot. Section 18-F further provides: "All members shall be notified by mail to attend the meeting at which the delegates are to be elected. No member shall be eligible unless working for a livelihood in a classification within the trade autonomy of the United Brotherhood as defined in Section 7, or in employment which qualifies him or her for membership under Section 42-F, or is depending on the trade for a livelihood, or is employed by the organization as a full-time officer or representative; provided, further, that members who are life members, apprentices, trainees or probationary employees shall not be eligible. A member must have been twelve (12) consecutive months a member in good standing of the Local Union and a member of the United Brotherhood for two consecutive years immediately prior to nomination, except where the Local Union has not been in existence the time herein required. A member must be a citizen of the country in which the Local Union is located at the time of nomination. To be eligible for nomination or election as a delegate to a General Convention, a member must meet the requirements of Section 31-E."

Council delegates properly elected by the delegates to the Council will be seated as delegates to the General Convention with full voice and vote on all matters except election of General Officers. (In such cases required notices will be sent only to Council delegates.) However, a Council delegate to the General Convention can vote for General Officers at the General Convention if (1) he/she has been properly elected by vote of the membership in accordance with the Constitution and Laws, or (2) he/she was properly elected to a Council office by vote of the membership in accordance with the Constitution and Laws, and the Council By-Laws provide that the member holding the office is automatically a delegate to the General Convention, and the members were on notice at the time they voted that they were voting for a General Convention delegate as well as a Council officer. Therefore, when such delegates appear before the Credentials Committee at the General Convention, he or she must have, in addition to Credentials and Due Book, a letter from the Council describing the manner in which elected as a delegate to the General Convention and a copy of the Council By-Laws, if applicable. If your credentials are in order, you will be seated as a fully accredited delegate to the General Convention, entitled to participate fully in its affairs and deliberations, including the right to vote on all matters before the General Convention, including the right to vote for General Officers, subject to the above provisions.

Section 31-E provides: "A member cannot hold office or be nominated for office, Business Representative, Delegate or Committee who has reached the age of 70 years at the time of nomination or unless present at the time of nomination, except that the member is in the anteroom on authorized business or out on official business, or prevented by accident, sickness, or other substantial reason accepted by the Local Union or Council prior to nominations, from being present; nor shall the member be eligible unless working for a livelihood in a classification within the trade autonomy of the United Brotherhood as defined in Section 7, or in employment which qualifies him or her for membership under Section 42-F, or is depending on the trade for a livelihood, or is employed by the organization as a full-time officer or representative; provided, further, that members who are life members, apprentices, trainees or probationary employees shall not be eligible. A member must have been twelve (12) consecutive months a member in good standing immediately prior to nomination in the Local Union and a member of the United Brotherhood of Carpenters and Joiners of America for two consecutive years immediately prior to nomination, unless the Local Union has not been in existence the time herein required. A member must be a citizen of the country in which the Local Union is located at the time of nomination or appointment. A member who retires after being elected may complete the term for which elected. Contracting members are not eligible to hold office, nor shall a member who has been a contracting member until six (6) months have elapsed following notification by the member to his or her Local Union in writing that he or she has ceased contracting."

NOMINATIONS AND ELECTIONS

Nomination and election of delegates shall be at special called meeting(s).

All members must receive notice by mail of the number of delegates to be elected and the time, place and date of the nominating meeting. This notice shall be by letter or postcard and shall be sent not less than fifteen days prior to the date set for the nomination of delegates. Notice of nominations must be mailed to each member at his or her last known address as reported to the Recording Secretary under Section 44-G. No other form of notice is permitted. (Notice in newspapers or similar publications shall not constitute proper notice, but may be used as a supplementary notice.)

All members must receive notice by mail of the time, place and date of the election. This notice shall be by letter or postcard and shall be sent at least fifteen days prior to the date set for the election of delegates. Notice of the election must be mailed to each member at his or her last known address not less than fifteen days prior to the election. No other form of notice is permitted. (Notice in newspapers or similar publications shall not constitute proper notice, but may be used as a supplementary notice.)

A Local Union (or Council electing its delegate by membership vote) may use a combined notice of nomination and election if it contains all the necessary information, is mailed by letter or postcard to each member at his or her last known address, as indicated above, and is sent at least thirty days before the election and at least fifteen days prior to nominations. If a Local Union or Council sends a combined thirty-day notice, nomination and election of delegates may be held at the same special called meeting.

To be eligible to vote for delegates in a Local Union a member must have held membership in the Local Union for at least twelve (12) consecutive months (unless the Local Union has not been in existence the time required) and be in good standing at the time of voting. Contracting members are not eligible to vote. The benefit status of a member shall not be considered in determining his or her eligibility as a candidate for delegate or his or her eligibility to vote for delegates.

It shall be the responsibility of the Financial Secretary to certify the eligibility of all candidates for delegate at the time of nomination.

Where two or more Local Unions have merged, the period of membership required as a condition of eligibility for nomination for delegate or voting in an election for delegates may be established by including continuous membership in any of the Local Unions whose merger resulted in the existing Local Union.

Names of the elected delegates are to be in the General Office by July 15, 1986.

Each delegate will be entitled to one vote. (A delegate representing more than one chartered body will be entitled to only one vote.) Proxy representation is not allowed. Each delegate establishes claim to a seat in the Convention through official credentials supplied by the General Office which must be properly filled out and signed by the President and Recording Secretary of the Local Union or Council which he or she represents, with the Seal of the Local Union or Council affixed thereto.

Delegates must have their due books with them to show that they are members in good standing and have been members in good standing for twelve months prior to their election and the expense of each delegate attending the Convention is to be paid by the Local Union or Council he or she represents.

A form letter, with self-addressed envelope, addressed to the General Secretary, is enclosed with this Convention Call. The letter provides space for the General Office with the necessary information regarding the election of delegates. This letter is to be completed by the Recording Secretary immediately following the delegate election and mailed promptly to the General Secretary. When the information required, including the home address of the delegates, is received at the General Office and the elected delegates' membership status and eligibility are found to be in compliance with our Constitution and Laws, credentials and further information will be sent to the delegates' home address and not to the Local Union or Council.

All amendments to the Constitution and Laws proposed by Local Unions, District, State or Provincial Councils must be submitted separately, in triplicate, by August 6, 1986, in accordance with Section 63-E and F.

Fraternally yours,

Patrick J Campbell

GENERAL PRESIDENT.

John S Rogers

GENERAL SECRETARY.

Taking the Initiative

Over the past decade trade unions have faced various economic and philosophical tests. This is the first of a series of articles describing ways in which the UBC is fighting back.

Representatives of the National Joint Heavy and Highway Committee confer with representatives of management on ways in which union craftsmen can be used to advantage. Terry G. Bumpers, administrative assistant to the committee, is at right.

Heavy-and-Highway Union Contractors Get Work Assignments through Construction Industry Information Net

Last year, five Building and Construction Trades unions and the Teamsters which jointly participate in heavy and highway work across the United States had their most successful year. Their members worked under project agreements totaling $919,100,000.

The employment of union building tradesmen shot up more than 200% between 1984 and 1985, more than doubling the 1984 total of $361,026,241.

Credit for the spectacular growth of union work in this area of construction goes to the National Joint Heavy and Highway Construction Committee and its new and innovative Construction Industry Information Network—a computerized system which ties unions and union contractors into a job-hunting team.

The National Joint Committee is an aggressive coalition of six unions—the United Brotherhood, Operating Engineers, Laborers, Plasterers and Cement Masons, Bricklayers, and Teamsters. It was created in 1954 when the general presidents of the Carpenters, Laborers, Operating Engineers and Teamsters signed a declaration of policy "to coordinate their activities on heavy and highway construction work to the end that such work might be thoroughly organized." An office was established and jointly maintained by the four unions to be administered by a chairman and secretary. (Today the full-time head of the national office is designated an administrative assistant. He is Terry G. Bumpers, a Teamster.)

The National Joint Committee had limited success during the 1950s, but it was disbanded in 1958 and was not reactivated until 1964, when the Plasterers and Cement Masons became members. The International Union of Bricklayers also joined the group as the sixth member.

Between 1974 and 1983 the National Committee succeeded in pinning down an average of only $162,917,000 in heavy and highway work per year. In 1983 the total jumped to $258,078,415, and the installation of computer equipment for the Construction Industry Information Network, the following year, opened up the entire system.

At about the same time, federal funding for the U.S. highway system began to blossom as the 5¢-per-gallon assessment on gasoline began to fill Federal Highway Trust coffers.

The National Joint Committee now operates with three full-time employees and one part-time worker. It has moved its offices into the new headquarters building of the Union Labor Life Insurance Co. in the nations' capital. Teams are going into the field to monitor the available work.

Key to the committee's recent success in finding work for union Building Tradesmen is the Construction Industry Information Network which quickly ties union contractors to the biggest and most promising heavy and highway jobs in the country.

Through the use of a computer bank and the latest methods of data processing, 241 contractors employing union members are regularly alerted to the five largest jobs let each month in each state, along with details of each project and what crafts will be needed. There are contractors in the network who tell the committee, "I'll go any place in the country." There are others who want to stay within their state or region, or they want to stick to certain types of specialty work. In any case, the network computers have the necessary information and will work with the contractor to make a successful bid. The committee will only target jobs where there is not a competitive union agreement.

In years past, lack of intercommunication has caused hundreds of contractors to lose important construction projects because they bid work without the knowledge that competitive adjustments were being made, or they failed to bid jobs because they didn't know that bid adjustments could be obtained.

All benefits of the network are available to the participating contractors without cost or obligation. CIIN, operating out of the Washington, D.C., office of the National Joint Committee, will do the research work necessary to make a successful bid. When possible, CIIN supplies the names of the engineering firm, the subcontracting necessary, and as many specifications as possible.

The CIIN system provides contractors with timely project information, the ability to expand to other locations throughout the country and to other types of construction, helps establish relationships with other network contractors, and eventually will provide a link between general and sub-contractors, suppliers, and minority contractors.

Before entering the CIIN system the contractor is asked to fill out a short market questionnaire. This questionnaire establishes what type of work that contractor performs and in what area(s) of the country. This enables the National Committee to quickly identify contractors who may want to bid upcoming projects.

For example, let's say the committee targets a bridge job in Casper, Wyo. This information is then plugged into the system, and immediately the National Joint Committee has a list of contractors willing to perform bridge work in Wyoming. These contractors are then notified by mailgram or by phone of this job and that competitive adjustments have been made. In this way, the six participating unions get more union contractors to bid this job.

Once a contractor is entered into the system he/she receives a copy of a construction agreement which may be utilized on a *project-by-project* basis upon direct approval of the national committee.

In order to obtain committee approval, justification must be given by the contractor, such as a high degree of non-union competition or non-competitive collective bargaining agreements.

The national committee recognizes that a contractor participating in the network might go double-breasted or might even turn non-union. When this happens, the services of the network are no longer available to this firm. The National Joint Committee's newsletter, published several times a year, lists such changes in the status of contractors.

Heavy and highway job opportunities increased more than 200% in 1985

The CIIN is a pioneering program being studied by management groups such as the Associated Building Contractors, which has its own computerized job bank to funnel non-union workers around the country. The AFL-CIO Building and Construction Trades Department also has the program under study.

The Heavy and Highway Committee has taken affirmative action regarding the protections afforded workers by the Davis-Bacon Law.

The Davis-Bacon Law, enacted more than a half century ago, has been of major importance in stabilizing wages in the heavy and highway construction industries. Major projects funded or partially funded by Federal appropriations must pay "prevailing wages" under the Davis-Bacon Law. The prevailing wage is determined by the U.S. Department of Labor, and it reflects the dominant wage structure in a particular area, usually the union scale.

Each union participating in the work of the committee has a Davis-Bacon representative, and these representatives have created an information exchange and are coordinating all matters pertaining to Davis-Bacon prevailing rates and enforcement. They meet periodically to explore the best ways to monitor government and contractor observance of Davis-Bacon regulations.

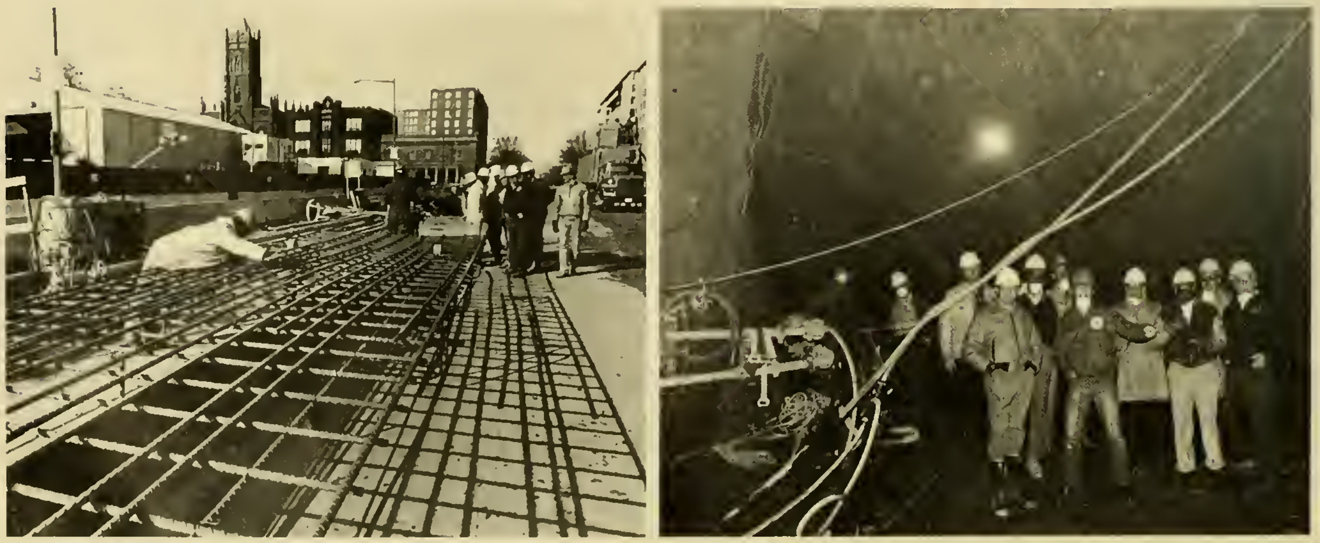
The need to form this coordinating group was driven home when it was learned that a recent U.S. District Court ruling under the Freedom of Information Act permits unions to obtain certified payroll information on non-union contractors.

Many states now have so-called "Little Davis-Bacon Laws," and wage determinations by state agencies are being carefully scrutinized. The National Joint Heavy and Highway Committee is encouraging the formation of subcommittees in every state for organizing activities and monitoring purposes.

There are HHCC field representatives in most states, and each representative comes from one of the six

Continued on Page 13

Equipped with hard hats and all-weather jackets, the UBC representative and other trade unionists on the National Joint Heavy and Highway Committee visit construction sites to "talk up" project agreements. Here they visit construction sites along the Metro subway system in Washington, D.C.



The ABC's of ABC

PERHAPS THE MOST OPENLY ANTI-UNION ORGANIZATION IN AMERICA

The Associated Builders and Contractors (ABC) formed in Baltimore, Md., in 1950, claims to be the voice of merit shop construction, providing the highest quality product at the most competitive cost without job interuptions or stoppages.

According to the 1981 president of ABC, "ABC is no longer the little kid on the block—the Association can offer the large contractor, as well as the small, something more than just membership." At their 1985 convention, ABC claimed a membership of 17,000, estimated a "total dollar volume approaching $220 billion," and claimed that "the open-shop share of the marketplace is now estimated at 70% and will continue to grow."

For years now all the union construction trades have heard from ABC are these undisputed claims of increases in membership, increases in market share, and construction dollar volume done by open-shop contractors. We thought it was high time someone took a closer look to see just who ABC really is. To do this we obtained a copy of the 1984–85 ABC Membership Directory and analyzed their members by type, location, and dollar volume. This analysis revealed some very interesting facts about ABC and reinforced our opinion that ABC is the most anti-union organization in America today.

The ABC directory includes information on how to stop union organizing drives. They advise contractors to "tell employees about known racketeering, Communist participation, or other undesirable activities in the union." They also advise to "tell employees your opinion about union policies and union leaders, even though in uncomplimentary terms."

Here's what our analysis of ABC membership reveals:

First, using ABC's own classification system in its directory, we broke down the membership by type of contractor and found that only 20.2% are general contractors (see membership breakdown). More importantly, 39.6% of its total membership are not contractors at all. If ABC's membership is increasing as it claims, are these increases due to more members like The Hanky Panky Store, Drug Emporium, and the Lancaster YMCA?

Second, 76.4% of *all* member contractors do business of *under* $1 million. If ABC "is on a roll," as they claim, then who is doing the $220 billion worth of work, when their own directory reveals that the average dollar volume of a general contractor is between $500,000 and $750,000.

Even worse, the average ABC member subcontractor does between $300,000 and $500,000 worth of work. If you give the benefit of doubt and use the top dollar volume figure for both general and sub-contractors (i.e. $750,000 and $500,000 respectively) times the number of members in each category, we find total ABC member contractors doing approximately $5.9 billion. If "merit shop contractors . . ." have a "total dollar volume approaching $220 billion," $214 billion is being done by non-ABC members.

Third, looking at the location of ABC members we find one third of their membership located in the six states of Alabama, Arkansas, Florida, Louisiana, Tennessee, and Texas. In fact, one of every ten ABC members has a Texas address (see membership map).

At this point you might ask, just what difference does all this make? Well, the next time you hear ABC claim to be the voice of the open-shop movement, ask them why their members are only doing $6 billion of the "$220 billion" open shop market. The next time you hear them talk about repeal of the Davis-Bacon Act, ask them if their member, the House of Chong, really cares. The next time you hear them testify before Congress against common situs picketing legislation, ask them if their member the Texas Dance Hall is really an opponent. The next time ABC claims 17,000 merit shop contractor members, ask them why 40% of their members are not contractors at all.

For a state-by-state breakdown of ABC membership, dollar volume by type, and a listing of ABC banks, insurance companies, lawyers, etc., call or write the National Joint Heavy and Highway Construction Committee.

Reprinted from the September, 1985, issue of Heavy and Highway News, *official newsletter of the National Joint Heavy and Highway Construction Committee.*

ABC MEMBERSHIP BREAKDOWN/$ FACTS & FIGURES

General Contractors	3,386	or	20.2%
Sub-Contractors	6,763	or	40.3%
Suppliers	3,702	or	22.1%
Non-Construction	2,207	or	13.1%
Other	730	or	4.3%
Total Membership	16,788		

Dollar Volume of Business	Percentage of Contractors Gen. & Subs. Combined	Generals	Subs
Did not include $ volume	5.9	7.6	5.1
Under $300,000	44.4	32.7	50.3
$300,000–$500,000	12.2	9.3	13.7
$500,000–$750,000	7.9	6.7	8.5
$750,000–$1,000,000	7.4	8.3	6.9
$1,000,000–$3,000,000	11.8	15.3	10.1
$3,000,000–$6,000,000	4.9	8.5	3.1
$6,000,000–$10,000,000	2.4	4.6	1.2
$10,000,000–$20,000,000	1.5	3.2	0.6
Over $20,000,000	1.6	3.8	0.5

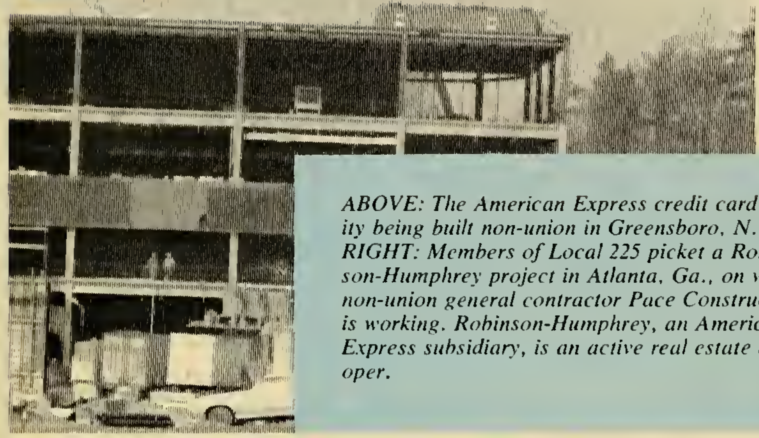
Note the following:

Under $1,000,000	76.4	61.6	83.7
$1,000,000–$10,000,000	20.3	30.8	15.2
Over $10,000,000	3.3	7.6	1.1

NON-UNION

AMERICAN EXPRESS

MORE THAN A CREDIT CARD COMPANY



PAC
CONSTRUCT
CORPORATI

ABOVE: The American Express credit card facility being built non-union in Greensboro, N.C. RIGHT: Members of Local 225 picket a Robinson-Humphrey project in Atlanta, Ga., on which non-union general contractor Pace Construction is working. Robinson-Humphrey, an American-Express subsidiary, is an active real estate developer.

To most Americans, the name American Express is almost synonymous with the credit card and travelers checks business, in which the company is the leading participant. The company's popular "Don't leave home without it" ad campaign theme has provided tremendous consumer recognition of these services. To Building Tradesmen, however, American Express Company is much more than a credit card company. An examination of the multi-faceted financial services company and its subsidiaries reveals the company to be a major participant in commercial real estate development. It also maintains considerable relationships with Building Trades' benefit funds through its asset management subsidiaries.

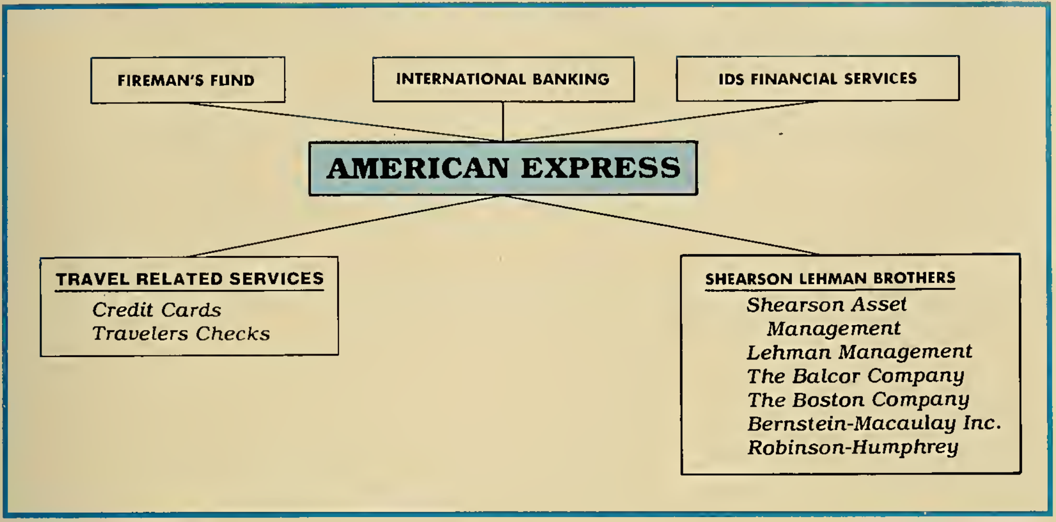
MAJOR CREDIT CARD FACILITY GOES NON-UNION

On April 2, 1985, American Express announced plans to build a $40–60 million credit card facility in Greensboro, N.C. Prior to the start of the project, General President Patrick J. Campbell and Building Trades President Robert J. Georgine corresponded with American Express officials to ensure that union contractors be given an opportunity to bid the project. A prompt response to President Campbell indicated that the project general contractor had not been selected and "that it is neither the intention nor the desire of American Express to exclude any group of viable contractors from the the bidding process." Within two weeks, work on the project started with a non-union contractor, Carlson Builders of Atlanta, Ga., in charge. Union general contractors and subcontractors seeking to bid the project were given the word that the project was already let.

Protests from Campbell produced a subsequent meeting with American Express Chairman James D. Robinson III, a prominent member of the Business Roundtable, which resulted in new assurances that union contractors would be provided an opportunity to bid remaining portions of the project. Given recent developments on the project, Robinson's assurances do not appear meaningful, as many fair contractors employing local building tradesmen have apparently failed to receive serious consideration for the bulk of the work. The most recent arrival on the project is Shields Inc., the largest non-union drywall contractor in North Carolina.

American Express' failure to seriously consider union contractors in the construction of its new credit card facility seems to be merely symptomatic of the approach taken by American Express and its subsidiaries engaged in real estate development business. Reports from Atlanta, Ga., show several projects of Robinson-Humphrey Developers, an American Express subsidiary, to be utilizing non-union general contractors. One project is a $60 million Intercontinental Hotel job on which Pace Construction is the general contractor. Charter Builders is the non-union general contractor on another Robinson-Humphrey commercial office complex project. The general contractors on both of these sites are presently being picketed by Local 255 in Atlanta. Other subsidiaries such as The Balcor Company Inc., and The Boston Company Inc., are actively engaged throughout the country in real estate development making American Express one of the largest diversified developers in the country.

The actions of American Express and its subsidiaries in denying union contractors the opportunity to bid construction work are all too common in today's business environment where it is open season on unions. What is


FIREMAN'S FUND
INTERNATIONAL BANKING
IDS FINANCIAL SERVICES
AMERICAN EXPRESS
TRAVEL RELATED SERVICES
Credit Cards
Travelers Checks
SHEARSON LEHMAN BROTHERS
Shearson Asset Management
Lehman Management
The Balcor Company
The Boston Company
Bernstein-Macaulay Inc.
Robinson-Humphrey

The corporate structure of American Express shows it to be a multifaceted financial services company providing a variety of services to unions and their members, including investment management of worker benefit funds.

particularly disturbing in the case of American Express is the fact that the company benefits rather handsomely from financial relationships with Building Trades' unions, their members, and members' retirement funds.

Outlined above are the various facets of American Express' financial network, while the diagram below provides an overview of how American Express subsidiaries reap considerable revenues as investment managers of Building Trades' pension funds.

The leading money maker for the company is its Travel Related Services division with 20 million American Express Cards in circulation. With all divisions combined, American Express made over $810 million in profits for 1985.

While the number of trade unionists utilizing the company's credit card is undoubtedly high, of particular interest is the relationships maintained by the benefit funds of affiliated Building Trades' unions with the company's Investment Services subsidiaries. American Express' key investment services company is Shearson Lehman Brothers Inc., produced by a marriage of Shearson and Lehman Brothers Kuhn Loeb in 1984. Shearson Lehman provides investment banking services, commercial paper, municipal bonds, and future trading, and various trading operations for institutional investors, such as pensions. Major Shearson Lehman Brothers Inc., subsidiaries include the following companies: The Robinson-Humphrey Company Inc.; The Balcor Company; The Boston Company Inc.; Bernstein-Macaulay Inc.; Shearson Asset Management, Inc.; and Lehman Management Co. Inc. Each of these companies provides asset management services for union pension funds.

UNION DOLLARS TO AMERICAN EXPRESS

The current edition of the *Money Market Directory*, a directory of corporate, public, and union pension funds, indicates that American Express investment management subsidiaries receive considerable union business. The total assets of Building Trades pension funds managed in part by American Express subsidiaries is nearly $5 billion. An additional $5 billion in non-Building Trades union pension funds is also managed in whole or in part by company subsidiaries. In managing a major portion of these funds, American Express subsidiaries annually receive millions of dollars in management fees. Additionally, brokerage fees are earned by company subsidiaries for services provided the funds.

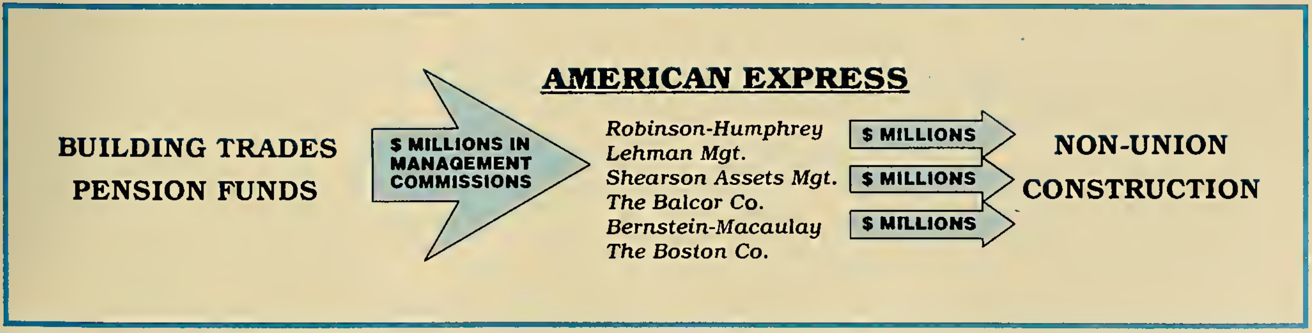
The picture painted by the above information poses an all too familiar scenario: Workers' retirement money being managed by companies for a handsome fee, while these same companies pursue construction activities using non-union contractors. Aggressive action is imperative to turn the tide on this growing anti-unionism. UBC

PLEASE NOTE

Any member who has information on the construction activities of any American Express subsidiary should contact his or her business agent with such information. Agents are requested to contact the Special Projects Department at the UBC General Offices in Washington, D.C., with the information. Also, any information available on existing financial relationships with American Express or its subsidiaries is requested.

READ FURTHER

Please turn to Page 40 for a statement by General President Campbell on the investment of pension funds.


AMERICAN EXPRESS
BUILDING TRADES PENSION FUNDS
$ MILLIONS IN MANAGEMENT COMMISSIONS
Robinson-Humphrey
Lehman Mgt.
Shearson Assets Mgt.
The Balcor Co.
Bernstein-Macaulay
The Boston Co.
$ MILLIONS
$ MILLIONS
$ MILLIONS
NON-UNION CONSTRUCTION

Washington Report

HOMELESS NO CONCERN

"Shocking and dismaying" was the reaction of Boston Mayor Raymond J. Flynn to a Reagan Administration official's comment that the homeless are not a concern of the federal government.

James C. Miller III, director of the White House Office of Management and Budget, told the House Budget Committee that the rising number of homeless in the nation "tugs on one's heart strings," but the problem is "not a federal responsibility."

When Miller said that the Reagan budget had programs like the Community Services Block Grants to help states with the homeless, Rep. Mike Lowry (D-Wash.) pointed out that the Administration proposed axing the program in 1987 and eliminating $70 million targeted for the homeless in the Federal Emergency Management Agency.

Boston Mayor Flynn went further, saying that Reagan cuts in job training, housing, and health care "have contributed directly to the increase in the number of homeless people on the streets of America."

PENSION AGENCY NAME CHANGE

Secretary of Labor William E. Brock has announced that the Office of Pension and Welfare Benefit Programs (OPWBP) has been renamed the Pension and Welfare Benefit Administration (PWBA).

Dennis M. Kass has been named assistant secretary and David M. Walker, deputy assistant secretary.

According to Secretary Brock, "A fundamental responsibility of the United States Department of Labor is to protect the retirement income security of American workers. The new organization and leadership will allow more effective and efficient administration of the department's areas of responsibility under the Employee Retirement Income Security Act (ERISA) and strengthen the department's leadership role in the development of national retirement income policy."

DANIELS TESTIFIES ON DRUGS

Construction industry representatives testified before the House Education and Labor Committee recently regarding the apparent increase in substance abuse in the construction industry. A spokesman from Daniels International Corporation stated that one out of five construction workers has a drug problem which results in "billions of dollars" of losses from accidents, lost productivity, and increased compensation and insurance rates. Daniels is a non-union construction firm. Building Trades representatives did not testify at the hearings.

HOME CONSTRUCTION STRONG

Construction of new homes rose a strong 15.7% in January to a seasonally adjusted annual rate of 2.1 million units, the Commerce Department reported.

January's housing start rate was the highest since February 1984 and was nearly 16% above the 1.8 million rate one year ago. In December starts increased 9.1%, not the 17.5% originally estimated by the department.

Commenting on the report, Commerce Secretary Malcolm Baldrige expressed guarded optimism. Despite the large gain in January starts, he said deposits at the nation's thrift institutions "remain sluggish, loan qualifying standards have been tightened, and vacancy rates for rental housing in some regions are high. Thus, while boom conditions are not likely, we can look forward to a year of further gains from 1985's total."

AIDS TELECONFERENCE

The first national teleconference on Acquired Immune Deficiency Syndrome (AIDS) in the Workplace, co-sponsored by The Bureau of National Affairs, Inc., and the Public Broadcasting Service, will be transmitted March 26 to more than 100 sites nationwide.

The teleconference will provide a forum for a comprehensive investigation and discussion of the legal and medical issues, public implications, and employer/employee concerns of AIDS in the workplace. The seminar will bring together top public health officials, attorneys, policymakers, insurance representatives, corporate and union officials, and gay rights advocates. More than 2,000 people are expected to attend.

TOKYO PLANE; NO TRAIN

President Reagan, in his State of the Union address, said he wants to go ahead in spending $600 million for research on a jetliner that could fly from Washington to Tokyo in two hours.

In the budget he sent to Congress, Reagan also proposed ending the $670 million a year subsidy to Amtrak, which carries 21 million passengers a year, 11 million in the Northeast corridor. The cut would put Amtrak into bankruptcy.

Brotherhood stems from the heart. . .

Fifth District Representative Mike Shotland of St. Paul, Minn., served the Brotherhood long and well. He died February 9 following a struggle against a virus infection and heart failure. On the day before he died he wrote a letter to General President Patrick J. Campbell, in it he expressed his personal thoughts about the Brotherhood:

Dear Sir and Brother:

There are far too many phrases and cliches spoken in the labor movement. But leaders of vision have a way of speaking; visualizing and cutting right to the heart of truth: The reason for the existance of our organization is people. Not abstract statistics but individuals, with needs, dreams and hopes which could not be fulfilled unless they associated with other individuals into an organization such as ours.

I know you were tired when you gave your wrap-up speech in Denver. Also I know that even when tired, you gather energy while you speak and can really "let-er-rip."

I'm a little embarrassed to admit this, but your speech at the Denver Leadership Conference literally moved me to tears. Brotherhood—a damn good priority goal for the UBC.

Brotherhood stems from the heart, not from the mouth. It's proven by actions that are taken; priorities that are made; and is the truest measure of an organization such as ours, because without it, it is harder to achieve our other important functions such as negotiating for agreements, training apprentices, etc.

Since I first joined, I've had a special feeling about the UBC, and this is really a long-winded letter of thanks and appreciation that I will never be able to express properly in words. I will try to say thank you by returning the same sense of Brotherhood to my fellow members and maybe instilling a few people with this feeling along the way.

During my recent "trials" because of unexpected deterioration of my heart due to a virus of all things, the support of friends and associates in the UBC has helped me so much. It's impossible for me to express what this support has meant to me.

Leon Greene who is retired, of course, has fielded an incredible number of phone calls, relieving my wife of some of the burdens she has faced. You and Sigurd Lucassen cleared up insurance problems when they arose. The Department of Organization has been great. I wish I could show you the stack of cards I've received—It's at least 8" high. Not just signed cards, but cards with letters, some almost poetic, that have lent me support and strength.

I am truly lucky and blessed. The Brotherhood in the UBC is not an empty word. Our organization has HEART.

THANKS FOR EVERYTHING
Fraternally,
Mike Shotland

A Wife Expresses Her Gratitude

Dear Mr. Campbell:

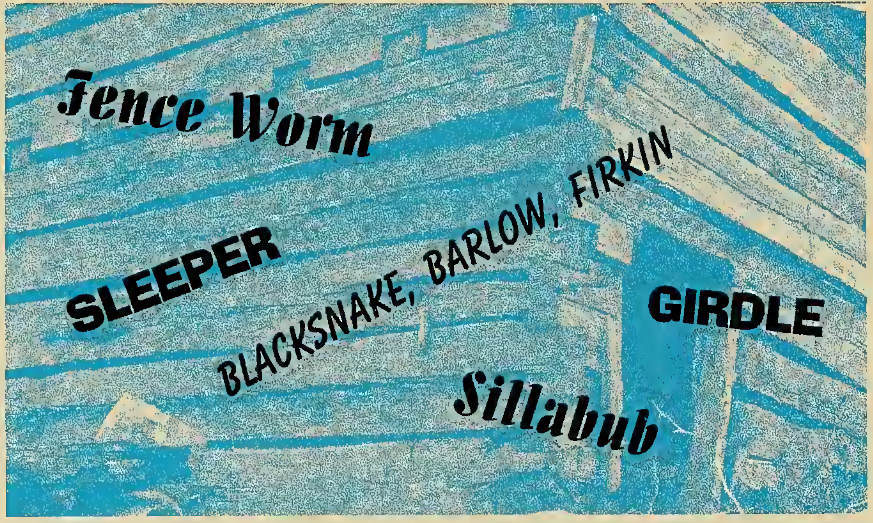
I want to send my heartfelt thanks to you and to the Brotherhood for the generosity and kindness you showed to Michael and me during his illness and now in his death.

Michael lived his life by the principles of the Brotherhood. In doing so he not only enriched my life personally, but the lives of all working men and women.

Michael was extremely proud of his position as your Representative. He showed a generosity of spirit and a level of integrity in all his dealings that made all those associated with him proud to know him in return.

The Brotherhood's kindness towards us in these last months has reconfirmed my faith in the goodness and rightness of the labor movement as a whole and the Brotherhood in particular.

Sincerely,
Jaye Rykunyk Shotland



Words We Seldom Hear These Days

by GROVER BRINKMAN

Many newspapers and magazines have regular features that are focused on increasing our word power, well worth anyone's time. However the purpose of this article is not to suggest new words in your vocabulary but to talk about some of the words we once used and now rarely hear.

At the turn of the century, the blacksnake was found on practically every farm. Today, anyone under fifty would shrug in doubt at mention of the name. The blacksnake was a leather whip, braided over a pliable core, having a loop for the user's wrist. If one drove a "surrey with the fringe on top," it also was equipped with a blacksnake to prod the horses to a trot.

Mention a caddy to a woman today and she would invariably associate the word with a golf course. But years ago a caddy was a tin box that held tea, coffee, or condiments. A Barlow was a single-bladed jack-knife named after its inventor, a favorite among the boys.

Clapboards were split from timber by use of a frow, mallet, and brake. The clapboard was the forerunner of the shingle on a roof. A firkin was a wooden cask made to hold butter or lard. Noggins were small wooden cups found in most homes. Madder did not indicate increased anger but referred to a plant used to make dye. Johnny cakes preceded the present day pancake. Pattens were wooden overshoes, generally used for barnyard work at the turn of the century. Now the wooden shoes are gone, and so are the men (and women) who wore them.

Silver coins were designated by bits. Two bits was 25 cents; six bits, 75 cents. A Picayune was a half bit. A

Continued on Page 30

Ottawa Report

CONSTRUCTION COMMITTEE

After more than a year of discussion, the Canadian Labor Market and Productivity Centre has established a sector committee for the construction industry.

The committee, approved by the centre's board of governors, has been formed to analyse, advise on, and undertake projects related to labor markets and productivity issues as they affect Canada's construction industry.

An equal number of labor and management officials have been appointed to the 12-man sector committee. All are members of the National Joint Committee—formed by the unionized contractors' sector of the Canadian Contruction Association and the Canadian Executive Board of the Building and Construction Trades Department.

Norman Wilson, chairman of the Canadian Executive Board, and Robert McMurdo, chairman of CCA's unionized contractors' sector, will co-chair the new body which was formed to make recommendations on how to raise Canadian productivity, report on labor market requirements and increase employment.

WOMEN AND UNIONS

During the past decade, Canadian women have started to make their presence felt in organized labor, and the effect has been a steady erosion of the intolerance that once kept them politically off balance even in their own unions.

Now, with the proportion of women in unions growing steadily, both sexes are starting to accept that women and women's issues are at least half of what union work is about.

In 1962 women constituted 16.4% of Canadian union members; in 1972 they made up 24.2%. By 1982 they made 32.3% of membership, almost twice as much as 20 years earlier.

But women still get paid less than men. A 1985 booklet on women's issues published by the Canadian Union of Public Employees reports that Canadian "women with the same education and skills as men doing similar work are paid from $6,000 to $10,000 a year less."

BANKRUPTCY COMPENSATION

The Ontario Government plans legislation that would protect workers who currently lose wages they are owed when an employer becomes bankrupt or insolvent.

A recent report of an inquiry into the problem says workers lost a potential $10-million in wages and benefits in a year-long period ending in March 1983.

Saying existing protection for workers is inadequate, the report urges the Government to set up a fund to compensate workers quickly for up to two months of unpaid wages. The Ministry of Labor would then have the power to got after a company or its owners and directors for 1½ times the money paid out of the fund.

BUDGET CUTS 150,000 JOBS

New Democratic Party researchers say their analysis of the Conservative government's first budget indicates close to 50,000 jobs could be lost this year and another 100,000 lost next year due to tax increases and program cuts contained in the budget.

And they say the budget measures will mean a tax increase of $500 for the ordinary Canadian family next year as a result of the extra two cents a litre gasoline tax, the increase in federal sales tax, the de-indexation of personal exemptions, old age security pensions, the family allowance, and the elimination of previously scheduled tax cuts.

But if the budget is tough on ordinary Canadians, it is not tough on the rich. The Conservatives have backed off on their promise of a maximum tax on the wealthy and given a huge $500 million capital gains tax holiday.

And while the federal government by 1990–91 will have collected $4.1 billion *more* in personal income taxes and $2.6 billion *more* in sales taxes, it will have received $2.2 billion *less* in corporate taxes.

The New Democrats say they will work "against another budget that takes more away from ordinary Canadians" and for a budget that makes the wealthy pay their fair share. They pledge to press the government to take leadership in setting targets to reduce unemployment, and invest in resource upgrading, community development, technological development, housing, and municipal projects.

'85 BUILDING PERMITS UP

The value of building permits issued in 1985 could surpass $19 billion—an increase of more than 20% over 1984—Statistics Canada reported in January.

Despite a slackening of building intentions during October—the latest month for which figures were available—it appears 1985 will be the best year since 1981 for construction activity, agency official Gaetan Lemay said.

Should the value of permits issued in November and December remain high, that would also suggest that a relatively-healthy level of construction activity will continue at least into the first few months of this year.

'Blueprint for Cure' Contributions Go to Diabetes Research Center

In its determined assault on diabetes, the Diabetes Research Institute relies heavily on support from the Diabetes Research Institute Foundation (formerly the Juvenile Diabetes Research Foundation). The Foundation, formed in 1971 by a small group of parents of children with diabetes, is continually meeting the needs of people with the disease and their families through education, information, and counseling. The Foundation also strives to expand public awareness of the severity of diabetes, and to accelerate research oriented to finding a cure.

The Foundation has become a significant and successful funder of diabetes research. The Foundation pioneered the "centers of excellence" approach to acceleration of diabetes research, which resulted in creation of the Institute. Continuing Foundation support has advanced the Institute to the forefront of diabetes research.

In 1980 a group of major donors launched an endowment program under Foundation auspices to create chairs for the Institute's distinguished scientific leaders. The first endowed chair, established with a $1 million commitment, is named the Mary Lou Held Professor of Medicine and Scientific Director of the Diabetes Research Institute, and is occupied by Dr. Daniel H. Mintz.

Today the Institute also benefits from grants and awards bestowed upon members of its faculty—a key measure of high esteem which the Institute has earned within the scientific community.

The Foundation's fundraising efforts span the entire year and comprise a full, varied schedule of special events and activities through which corporations, service organizations, and individuals in South Florida, the state, and the nation give unstintingly of their time and resources.

In addition to fund raising, the Foundation provides a wide array of services and programs such as a speakers bureau, diabetes screening programs, family support group programs, physician referrals, a comprehensive education program providing literature and information, and a bimonthly newspaper, "Focus on Diabetes," that brings information and hope on a continuing basis to some 20,000 recipients.

Individuals and organizations who make contributions to the UBC's Blueprint for Cure campaign are helping the work of the Foundation. This is our most recent list of contributors:

Helen Domaniewitz, John Raymond Earp Sr., Virginia Kenyon, Myles McIntosh, Douglas Matejovsky, Ralph R. Reichman, Gene M. Slater, Albert L. Spring, Robert H. Strenger, B. R. Upton, William Wood, and Sam Zamiello.

Local Unions 200, 483, 971, 1126, 1280, and 1509.

Illinois State Council and Pennsylvania State Council.

A donation in memory of Arthur Harkins Sr.

Local Unions 48, 181, 223, 261, 287, 377, 1146, 1421, 1456, and 1672.

Ohio State Council and New York State Labor-Management Committee.

Fred E. Carter, Davis H. Crocker, Kathy L. Krieger, Patrick O'Dea, Adam Petrovich, Chester Prystowski, George Vest Jr., and Michael Zumpano.

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Check donations to the "Blueprint for Cure" campaign should be made out to "Blueprint for Cure" and mailed to General President Patrick J. Campbell, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

DIABETES FACTS

Diabetes has long been an underestimated disease with regard to its severity, its incidence, and the widely held belief that insulin had solved the problem. Diabetes is a serious chronic disease directly affecting as many as 12 million Americans, including 3 million young people dependent on insulin injections. Insulin is a treatment, not a cure.

You should know the facts:

- Diabetes results from a relative or absolute deficiency of insulin, a hormone produced by the beta cells of the islets of Langerhans of the pancreas.
- The National Commission on Diabetes reports that diabetes is the third leading cause of death from disease in the United States.
- The average American born today has a better than one-in-five chance of developing diabetes, or becoming a carrier of this silent killer.
- Diabetes is the leading cause of new blindness in the United States.
- Average life expectancy is reduced by approximately one-third.
- The complications of diabetes, afflicting the blood vessels and nervous system, affect virtually every organ in the body, producing such manifestations as blindness, kidney disease, bladder dysfunction, stroke, impotence, and gangrene, which often leads to amputation of limbs.

Heavy and Highway

Continued from Page 6

international unions which make up the national committee. In addition, the states are divided into 10 regions for closer coordination of the committee work.

The committee maintains a list of double-breasted contractors, those contractors who have both union and non-union operations. Through the CIIN, committee members are informed when these contractors bid or work non-union.

Several years ago the national committee attempted to establish a formal labor-management committee for the purpose of making long-range plans, so that union contractors could bid successfully on jobs. The national contractors advised the committee at that time that all they needed from organized labor was a document which allowed them to be competitive with non-union contractors in bidding on projects. Even though the committee was interested in a broader approach, it began negotiations on a "heavy and highway construction agreement" to cover initially those states in which the non-union competition was the most serious. After seven negotiating sessions, the National Joint Committee arrived at a highway construction agreement which covered 16 states and was signed by the six general presidents of the member unions.

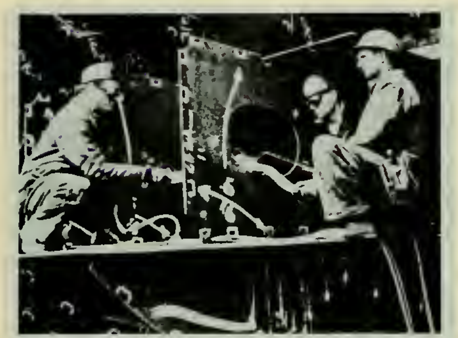
Shortly after this, the same contractors who had asked for such an agreement advised the committee that they were not in a position at that time to sign a national construction agreement and any future agreements would have to be on a project-by-project basis. In spite of the fact that the committee still believes the proper approach is a multistate agreement, it has changed its policy to allow the highway construction agreement to be applied on a project-by-project basis.

This agreement has been sent to the contractors in the Construction Industry Information Network along with appropriate application forms. These contractors have also been advised that the basic agreement can be used on projects other than highway construction, depending upon the degree of non-union competition the contractor faces.

Areas of heavy and highway work across the United States are now carefully targeted, and the National Joint Heavy and Highway Committee expects to put more skilled, union Building Tradesmen to work in 1986 as it pursues project agreements in earnest. Union members still get only a portion of the total work in the industry, but its portion is expected to increase substantially in the years ahead.

Hard Hats

From turtle shells to metal barrels to hard boiled hats, over the years head protection has remained smart fashion.



Pictured at top are World War II shipwrights who donned metal hard hats for protection as they stepped up their production to 140 ships per month. At bottom, coal miners in the 1800s wore lamps on their hard hats to aid visibility.

What can withstand the impact of a five-pound hammer falling eight feet, comes in a rainbow of colors, has been in use since the time of Constantine the Great (about A.D. 306), and weighs less than a pound? It's your occupational head protection, or hard hat, of course.

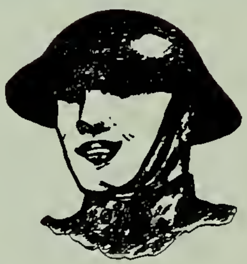
According to the E.D. Bullard Co. of Sausalito, Calif., they invented "hard boiled hats" in 1919 and began promoting their use in mines here and abroad. By the late 1920s many large American companies were reporting substantial decreases in scalp injuries and days of lost time due to such injuries. In the early 1930s UBC construction crews on the Colorado River's Boulder Dam were wearing "hard boiled" hats. And by the late 1930s, the Golden Gate Bridge in San Francisco, Calif., was touted as the world's first all-hard-hat construction job.

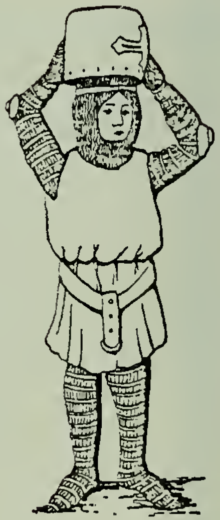
For World War II, the military adapted World War I's shallow, heavy, pan of steel with its padded leather lining to develop the lightweight steel or plastic helmet that became widely used in the civilian industrial sector.

Although Bullard lays claim to the American invention of the hard hat, anthropologists for the National Geographic Society report, "Those hard hats worn on building sites trace their lineage to the first cavedweller who put a turtle shell on his head to ward off falling rocks." Constantine the Great ordered work crews to wear metal battle helmets to protect themselves from falling masonry while building the Egyptian obelisk in Rome's Circus Maximus over 1,600 years ago. And helmets found in the ruins of Corinth in Greece are said to date back about 2,300 years.

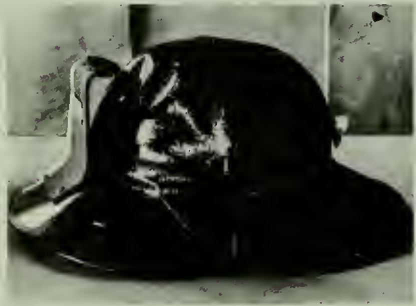
Today federal law requires your employer to provide you with a hard hat, if the work site requires it. And all hard hats must meet the American National Standard Institute's Safety Require-

In 1918 the steel-helmeted "doughboy" of World War I became the trademark of Doughboy Wheat Flour produced by the Mennel Milling Co. of Toledo, Ohio.





During the 1984 restoration of the cable cars in San Francisco, Calif., hard-hatted workers installed the sheave wheels.



A 1930s southwester-style hard hat with a metal lamp bracket for a carbide lamp.

A 13th Century Norman knight added a flat-top, barrel helmet to his armor of banded mail. It proved to be fatally impractical. Enemy weapons didn't glance off the barrel, and the helmet so completely enclosed the head of the warrior and was so supported by a padded cap covering the head that a blow on the side of the helmet would place the wearer on the list of casualties almost immediately.

ments for Industrial Head Protection. All helmets have a dome-shaped shell of one-piece construction. Type I headgear has a continous brim that is at least 1¼ inches wide all around the hat. Type II helmets have no brim, but a peak that extends forward from the crown. Hard hats are divided into four classes which are determined by various factors including insulation resistance, flammability, and water absorption. Each class is intended for use in specific circumstances.

A series of tests is performed on all headgear before classification. The impact resistance test requires that helmets transmit an average force of not more than 850 pounds. In addition, no individual helmet shall transmit a force of more than 1,000 pounds.

The test procedure for penetration resistance involves the placement of a helmet underneath a one-pound plumb bob with a steel point. The plumb bob is then dropped 10 feet to strike the shell within a three-inch circle. Class A and B helmets shall not be pierced more than ⅜ inch and Class C, not more than 7/10 inch.

All headgear is restricted in weight to only 15.5 ounces—less than one pound. And an important, but little known, ANSI standard says that, "Industrial protective helmets should not be stored on the rear-window shelf of an automobile, because the sunlight and extreme heat may cause degradation that will adversely affect the degree of protection they provide. . . ."

Two types of materials are presently used by manufacturers of protective headgear. Each offers the same impact protection, but different degrees of protection from electrical shock. Thermoplastic helmets offer the maximum electrical shock protection—from up to 30,000 volts, while fiberglass protects the wearer from up to 2,200 volts.

Thermoplastic hats and caps are the more popular of the two. They are less expensive and provide better protection against electrical shock, but are not as heat resistant as fiberglass. Fiberglass helmets do not support combustion and will not melt; they are useful in situations where high heat is a hazard, but there is no danger from electrical contact. Aluminum headgear is no longer made because of its high cost and lack of resistance to electricity.

Prior to the implementation of the Occupational Safety and Health Administration in the early 1970s, when head protection became mandatory in many industries, several organizations had developed to promote the use of hard hats. One such group, known as the Turtle Club, was founded in 1946

Continued on Page 17

Loggers in 1918 wearing World War I steel helmets knew the value of head protection as they felled the Douglas fir. . . at least two of them did.

Caring for your hard hat

Exposure to sun, heat, cold, chemicals, and ultra-violet rays all work to deteriorate your hard hat, making it unsafe as well as uncomfortable. But proper care and maintenance can ensure that your helmet offers reliable, comfortable protection.

The hard hat is composed of a shell, to deflect falling objects, and a suspension system, to absorb impact energy. The shell should be examined for cracks on a regular basis. If any are present, no matter how thin they seem to be, the helmet should be replaced. Cracks will spread and widen in time. Exposure to heat, sun, and chemicals will make your shell brittle and stiff. Replace it if there is a visible craze pattern.

Any hat that has sustained an impact should be immediately replaced, even if there is no apparent damage.

The suspension system holds the shell in place on the head, and holds the shell away from the head, allowing free circulation of air. Most systems should be replaced once a year since they become worn and damaged. Hair oils, perspiration, and normal wear cause various parts to crack, fray, and tear.

You can prolong the life of your protective headgear by cleaning the suspension and shell as a part of a regular inspection program. A wet sponge or soft brush with a mild detergent and water will remove dirt and stains without damage.

The proper use and treatment of your hard hat can also prolong its life, and yours. Don't carry anything in your helmet, the space is there to cushion a blow to the head. Don't alter or modify the shell other than in accordance with the manufacturer's instructions. And don't paint your helmet; the paint may have solvents which could make it brittle and crack easily. Decals, such as the UBC hard hat decal, may be applied without causing damage. In fact, a recent National Labor Relations Board decision upheld a worker's legal right to wear a union decal on his hard hat.

LEGISLATIVE UPDATE

Congress' Record on Worker's Issues Better In 1985 Than 1984

Congress in 1985 generally showed more support for issues affecting working people, including taxes and trade, than it did in 1984, according to an AFL-CIO "report card" on the first session of the 99th Congress.

"Despite a generally negative political climate, there was a marked improvement in congressional voting on issues of importance to working men and women," AFL-CIO President Lane Kirkland commented. "Much of the credit for this improvement was due to hard work at the grassroots by our affiliates and legislative action committees," Kirkland added.

Labor's most notable 1985 success came in the area of tax reform, including the defeat in the House of President Reagan's proposals to tax employee benefits and to eliminate the federal tax deduction for state and local taxes, Kirkland said. "The battle to preserve these victories has been transferred to the Senate," he noted.

"Labor's biggest setback," Kirkland said, was the House defeat of a modest plant closing protection bill "which simply required employers to notify workers 90 days prior to a permanent shutdown and to consult with the employees about possible alternatives." Calling the bill the "most important workers' rights initiative in recent years," he criticized "weak-kneed Democrats" who provided the margin of its 208–203 defeat.

On trade, "an explosion of pent-up back-home pressure forced this issue to the congressional center stage as lawmakers returned from the August recess after listening to constituent outrage over lost jobs, padlocked plants, and depressed communities," Kirkland said. A bill to limit textile, apparel, shoe, and copper imports was approved overwhelmingly by both the House and Senate, but just short of the margins needed to override President Reagan's veto.

The 1985 report card was based on 17 roll call votes in the House and 21 in the Senate. Other issues included the Gramm-Rudman-Hollings budget-balancing act, pay equity for women, farm worker sanitation, Superfund toxic cleanup, and sanctions against South Africa.

In the House, the report said, Democrats improved their voting records to 80% with labor compared to 74% in 1984. Republican support remained nearly the same at 21% in 1985 as against 22% in 1984.

In the Republican-led Senate, Democrats voted with labor 80% of the time compared with 75% in 1984. Republicans supported labor's position 24% of the time compared with 19% in 1984.

Show Your Support

Let your co-workers know that you support the efforts of the Carpenters Legislative Improvement Committee (CLIC) to improve your lot in life. CLIC has representatives working almost daily in the halls of Congress and the state legislatures on behalf of needed legislation.

Show your support by contributing $2 to CLIC and receive in return a decal like the one above for your hard hat. Let 'em know you've contributed!

The Political Picture

The U.S. Congressional elections next November will be a critical test for the two major political parties. The Democrats want to recapture the majority in the U.S. Senate and produce some fresh, winning faces for the elections of 1988. Many Democrats believe that they will not have a better opportunity to elect Congressional representatives for the rest of the century than they have this year.

The Republicans will consider it a major victory if they hold on to their current control of the Senate. The odds makers point out that the Democrats have fewer senate seats at stake—22 vs 12. In the next test of the Senate in 1988, the numbers could reverse and favor the Republicans.

Meanwhile, the Democrats are expected to retain control of the House of Representatives, since the edge is already 252-183, and many Democratic seats are judged to be "safe."

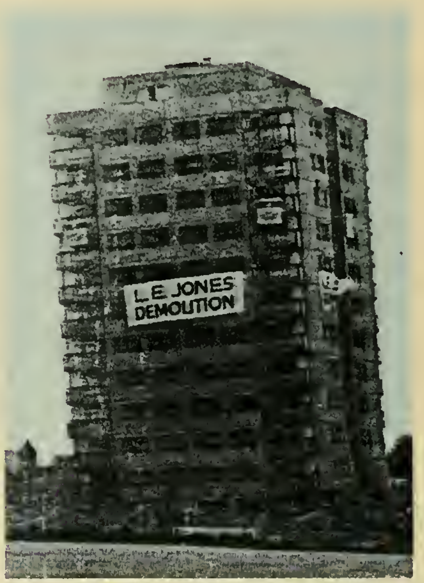
Political analysts say the GOP will have its best "window of opportunity" in 1992, when results of the 1990s census should increase the Republican grip on the West and the Sunbelt.

UBC Exhibit Schedule for '86

The United Brotherhood's centennial exhibit, "Building America," has completed its 1985 tour. A highlight of the 1985 schedule was its display in the North Plaza of the U.S. Department of Labor in Washington, D.C.

There is still available time to schedule its display in other parts of the country before the General Convention in October, according to General Secretary John S. Rogers. Any local union or council considering the display of the exhibit during the coming months should discuss the matter with General Secretary Rogers.

Some are built solid . . . and some not so solid



The top 12 floors of the East London apartment building, leaning like the Tower of Pisa but still intact.

If you've been in the construction industry long enough, you've occasionally heard someone say, referring to today's high-rise buildings, "They don't build them like they use to . . .".

Whoever said that may occasionally be right, but consider the toughness of a building erected in England in 1968 and demolished last year.

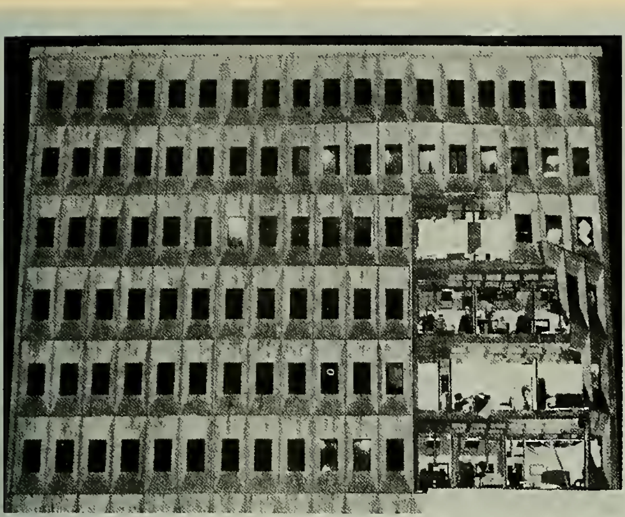
And then consider what happened last year to a modern office building erected in Nashville, Tenn., by non-union labor when a portion of the building collapsed following a rainstorm.

The structurally-sound building in England was a 21-story apartment building in East London, erected 18 years ago "using a French industrialized system," according to *Engineering News Record.*

The industry magazine reports that the demolition crew for the East London job managed to knock away only the first nine floors in its controlled explosion. The 12 top stories, although leaning by 10 degrees when the dust settled, stood relatively intact with unbroken windows! An estimated 1,000 charges were laid on the ground, second, fourth, sixth, and eighth floors of the building.

The Greater London Council, owner of the building, claims it never expected the blast to bring down all 21 stories although it hoped the remnants would only be two to four stories high.

According to John Keefe, project manager for the council, the major



The Parkview Tower office building in Nashville, Tenn., recently suffered damage. An outer wall gave way during a rainstorm, injuring none but leaving the occupants thunderstruck and exposed to the weather. The building, we are told, was built non-union.—Nashville Banner Photograph.

problem was insufficient preweakening of the entire structure. Once the explosives were set off, the preweakened joints were supposed to create a void inside large enough for the upper stories to fall into.

L.E. Jones (Demolition) Ltd., London, which won the $550,000 demolition contract earlier this year, declined to add to statements issued by the council.

An official from the U.K.'s National Federation of Demolition Contractors Ltd., says the contractors most likely were concerned that more explosives would cause the upper portion of the building to blow out, not down, damaging surrounding property with flying debris.

The council says Jones will use the conventional wrecking ball to destroy the remaining stories and then clear the rubble within the original 11-week contract period.

8.5 Million Out Of Work In February

The nation's civilian unemployment rate jumped to 7.3% in February from 6.7% in January, seasonally adjusted, the U.S. Labor Department reported.

The high jobless rate had been improving slowly since last summer, but February's rise returned it to the level that prevailed throughout the first half of 1985.

In February 8.5 million Americans, their ranks swelled by 700,000, looked for work but couldn't find any. The department said, "This unusual increase was concentrated in certain groups in the economy. Two-thirds occurred in just three states—California, Texas and Illinois; one quarter was among Hispanics; and, almost three quarters was among workers aged 25 and over.

Most major labor force groups showed increases in their jobless rates. Rates for adult men, at 6.2%, for adult women, at 6.7%, for teenagers, at 19.0%, and for full-time workers, at 6.9%, were all about a half a point higher than in January.

Up more sharply were the unemployment rates for Hispanics, from 10.1% in January to 12.3%, and for whites, from 5.7% to 6.4%. The jobless rate for part-time workers rose a full point to 9.4%.

The department said, "Unemployment increases were concentrated among those who lost their jobs and do not expect recall and among labor force entrants, particularly re-entrants."

AFL-CIO economist Rudy Oswald commented, "Clearly, unemployment never was down to 6.7%. And while the jump to 7.3% may be news to statisticians, it's not news to the 15.1 million Americans who are unemployed, too discouraged to look for work, or forced to work part-time because full-time work is not available.

"Seven percent unemployment," Oswald continued, "is normally associated with recession, not 'recoveries.' We've made no progress since May 1984 and are still displaying no national will to make progress."

Hard Hats

Continued from Page 15

by C.R. Rustemeyer, who was then the safety director of Canadian Forest Products Ltd. The Club's only requirement was that members had escaped serious injury because they had been wearing a hard hat at the time of an accident. Members were also expected to encourage others to wear hard hats.

Although the Turtle Club stopped accepting members after federal legislation required head protection, worker interest has revived the group. If you, or somebody you know, has escaped serious injury since July 1983, write to the Turtle Club for an appliction:

Turtle Club
P.O. Box 9707
San Rafael, CA 94912-9707

Members receive a hard hat with the club insignia, a membership certificate, a wallet card, and a lapel pin. And members pledge themselves "to practice safety and to promote the acceptance and the use of proper head protection where necessary." There are no dues or charges; the club is sponsored by the E.D. Bullard Co.

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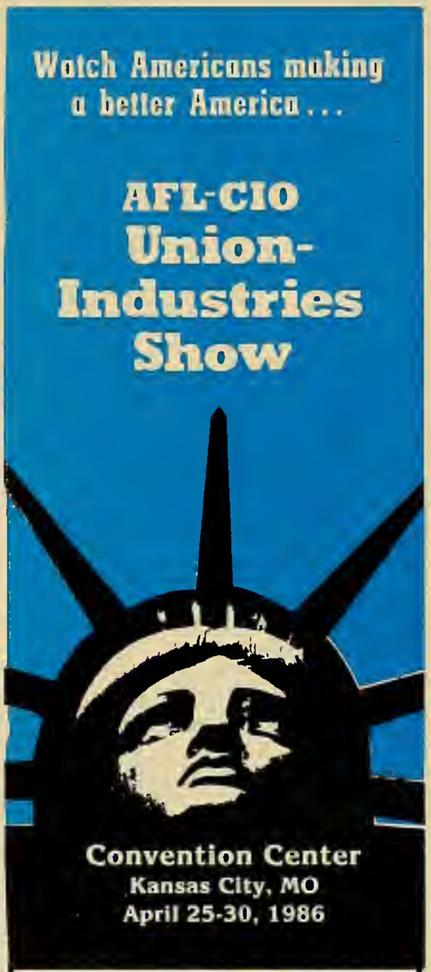
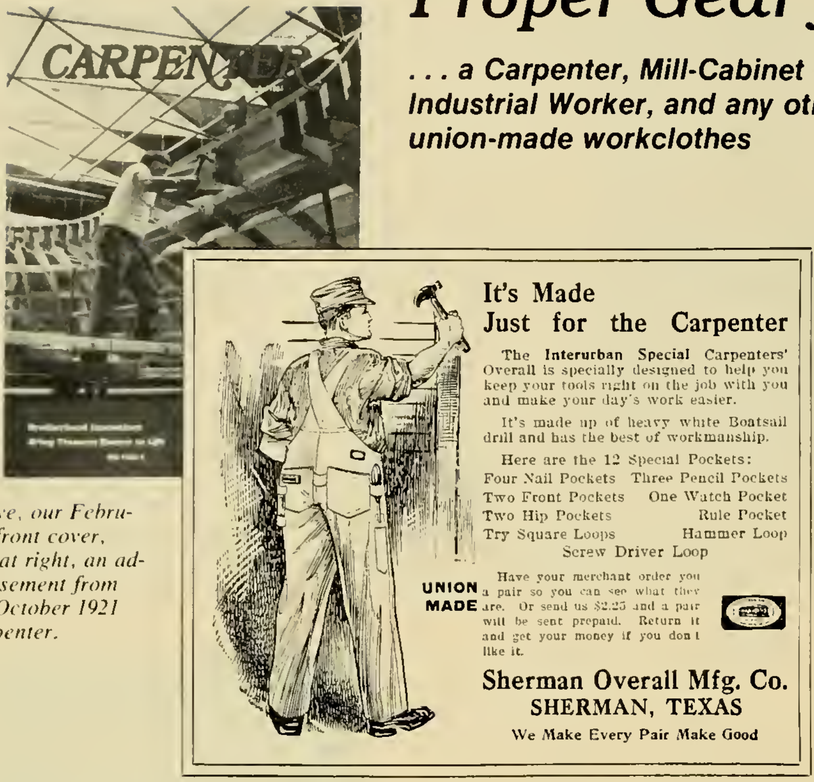
Attend your local union meetings regularly. Be an active member of the United Brotherhood.


Watch Americans making a better America...
AFL-CIO Union-Industries Show
Convention Center
Kansas City, MO
April 25-30, 1986

UBC members in the Kansas City area are invited to visit the United Brotherhood's exhibit at the 1986 AFL-CIO Union Industries Show. It's all free, and there are prizes, and giveaways.

Proper Gear for a Worker

. . . a Carpenter, Mill-Cabinet Worker, Millwright, Pile Driver, Industrial Worker, and any other UBC member — quality union-made workclothes



It's Made
Just for the Carpenter

The **Interurban Special** Carpenters' Overall is specially designed to help you keep your tools right on the job with you and make your day's work easier.

It's made up of heavy white Boatsail drill and has the best of workmanship.

Here are the 12 Special Pockets:

Four Nail Pockets — Three Pencil Pockets
Two Front Pockets — One Watch Pocket
Two Hip Pockets — Rule Pocket
Try Square Loops — Hammer Loop
Screw Driver Loop

UNION MADE

Have your merchant order you a pair so you can see what they are. Or send us $2.25 and a pair will be sent prepaid. Return it and get your money if you don't like it.

Sherman Overall Mfg. Co.
SHERMAN, TEXAS

We Make Every Pair Make Good

Above, our February front cover, and at right, an advertisement from the October 1921 Carpenter.

We recently received a letter from Steve Stucka of Local 55, Denver, Colo., who had this to say:

"On the cover of your Carpenters' Magazine, the February 1986 issue, you show a carpenter working. In my opinion, it is a poor picture of a carpenter at work.

"First, he is standing on a scaffold with a lot of debris at his feet; there is only a handrail at one side, and he does not have on a uniform or a hard hat.

"If this is a true picture of a carpenter, what has happened to his union overalls and a hard hat? I have been a carpenter for over 50 years, and that is not the way a member of this trade should look and especially in an international magazine."

Steve Stucka raises an issue which crops up from time to time when generations of carpenters get together.

In the old days the proper "uniform" for a carpenter was a union-made carpenter's overall similar to the one shown in the 1921 advertisement above, with special pockets—nail pockets, two front pockets, two hip pockets, try square loops, pencil pockets, a rule pocket, a hammer loop, and a screwdriver loop. Many overalls had watch pockets as well.

Today, few carpenters wear the traditional white overall. Most such overalls are worn by inside-trim carpenters who don't have to slosh through slush at a job site. Cabinetmaker members, too, occasionally wear white overalls or coveralls, although they're not required to do so.

The rules for apprentices entering the annual apprenticeship contests usually state the following: "Contestants shall wear suitable work apparel. The clothing the participant normally wears on the job would be considered suitable. Shorts, cut-offs and street shoes, or garments with monograms, insignias, or lettering are not acceptable. Leather pouches, cloth nail aprons, or overalls with nail pouches are allowed."

Three important considerations for any journeyperson carpenter are that his or her work gear be durable, American or Canadian made, and union made. Walter Stein, director of the union label department of the Amalgamated Clothing Workers, says that if it's American made it is likely to be union made, because most work clothes made in America are union made.

The United Garment Workers, for example, tell us you'll find their label in Oshkosh-B'Gosh work clothes, Cardhart overalls and coveralls, King Louie Jackets, and Lee and Levi jeans, to name some of the leading brands. If T-shirts are part of your work gear, look for American-made, union made shirts there, too. Avoid Hanes T-shirts until they're organized, we're told. The United Brotherhood has a line of T-shirts, available at cost from the General Office.

The Amalgamated Clothing and Textile Workers union has also supplied us with a list of union-made garments. They include the following work clothes.

WORK CLOTHES	BRAND/LABEL	MANUFACTURED BY
Apparel-Institutional	Career Apparel Imperial	Ottenheimer & Co., Inc.
Caps-Shop	Big Smith	Smith Bros. Mfg. Co.
Clothes	Buckeye	Buckeye Apparel, Inc.
Clothes-Flame Retardant/Lint Free	Euclid	Euclid Garment Mfg. Co.
Coats-Laboratory	Art-Wear	Rogow's
Coats-Shop	Euclid	Euclid Garment Mfg. Co.
Coats-Shop	Unitog	Unitog Co.
Coats-Shop	GCA	Winston Uniform Corp.
Coveralls	Caleb V. Smith	Caleb V. Smith & Sons, Inc.
Coveralls	Euclid	Euclid Garment Mfg. Co.
Coveralls	Gross	Gross-Galesburg Co.
Coveralls	Madewell of New Bedford	Madewell Mfg.
Coveralls	Snow Press	M. Snower Co.
Coveralls	Protexall	Protexall, Inc.
Coveralls	Big Mac	The Jay Garment Co.
Coveralls-Insulated	Our Best Unitog	Unitog Co.
Coveralls	GCA	Winston Uniform Co.
Coveralls-Lined/Unlined	Big Smith	Smith Bros. Mfg. Co.
Frocks-Laboratory	Snow Press	M. Snower Co.
Jackets	Shire-Tex	Davenshire, Inc.
Jackets	Euclid	Euclid Garment Mfg. Co.
Jackets	Gross	Gross-Galesburg Co.
Jeans	Universal	Canton Mfg. Corp.
Jeans	Cavhartt	Cavhartt South, Inc.
Jeans	Shire-Tex	Davenshire, Inc.
Jeans	Vidaro	Euclid Garment Mfg. Co.
Jeans	Big Smith	Smith Bros. Mfg. Co.
Jeans	Jay	The Jay Garment Co.
Pants	Big Yank	Big Yank Corp.
Pants	Buckeye	Buckeye Apparel, Inc.
Pants	Euclid	Euclid Garment Mfg. Co.
Pants	Fine Vines	Fine Vines, Inc.
Pants	Workwear	Mid-South Mfg. Co.
Pants	Protexall	Protexall, Inc.
Pants	Big Mac	The Jay Garment Co.
Pants	Unitog	Unitog Co.
Rainwear-Rubberized	Jomac	Jomac, Inc.
Shirts	Big Yank	Big Yank Corp.
Shirts	Workwear	Laurel Industrial Garment Co.
Shirts	Fine	M. Fine & Sons Mfg. Co., Inc.
Shirts	Protexall	Protexall, Inc.
Shirts	Big Mac	The Jay Garment Co.
Shirts	Unitog	Unitog Co.
Smocks	Eucid	Euclid Garment Mfg. Co.
Smocks	GCA	Winston Uniform Corp.
Suits-Industrial	Fyrepel	Fyrepel Products, Inc.
Suits-Scrub	Angelica	Fine Vines, Inc.
Uniforms	Euclid	Euclid Garment Mfg. Co.
Uniforms	Prairie	Prairie Mfg. Co.
Uniforms	Snow Press	Opelika Mfg. Co.
Uniforms-Cotton	White Duck	White Duck Co.

UBC

Labor News Roundup

Contractors tired of sub-standard non-union work

A healthy dose of union labor is curing the blues for corporate executives frustrated by shoddy construction work on their projects.

Henry Haywood, executive director of Alabama's Associated General Contractors, told building trades representatives that many owners and contractors are tired of sub-standard non-union work and that construction executives realize that projects manned by union members are handled "better and faster" than non-union jobs.

Alabama Power Co. official W.A. Malone reported that eight of its last nine major construction projects completed by union crews were finished on or ahead of schedule and within budget.

And a Reynolds Alumnium Corp. official pointed out that union building trades crews had completed repairs to a fire-damaged plant in two and a half weeks, instead of the six weeks originally estimated.

John L. Campbell, business manager for Sheet Metal Workers Local 48 in Birmingham, recalled that several years ago he had warned contractors "they were helping to create a jungle," by starting up non-union operations. "Today, many of these contractors agree with me, and if we continue to do what is best for our members and contractors, we will get out of that jungle."

Are Japanese manufactured houses coming this way?

David Charboneau of Local 182, Cleveland, Ohio, has called to our attention a recent news item in *Rodale's New Shelter*, a consumer publication, which shows that the Japanese are "making big strides in home manufacturing technology and are aiming at the American marketplace."

Misawa, one of the world's largest home producers, has cut pre-fabrication costs by half, according to the report. The company has also developed a new ceramic wall system that significantly reduces labor time.

According to *Rodale's New Shelter*, the Japanese already have the lowest household energy consumption of any industrialized country, and the houses in Japan are the "tightest" in the world.

Jury investigates charges of illegal British workers

The Machinists reported that a federal grand jury is investigating charges that Wittek Industries illegally imported 20 British workers to replace IAM Local 113 members on strike since October 7. Local 113 struck after the firm refused to moderate demands for a wage freeze, pension takeaways, and a two-tier wage system, despite a good bargaining relationship since the mid-1950s. The Justice Department is investigating whether the company fradulently obtained visas for the strikebreakers and whether they were brought to the U.S. under false pretences.

Proliferation of low-paid job—posing problems

Unable to agree whether recent labor market developments have led to a shrinking middle class, labor experts participating in the Joint Economic Committee's 40th anniversary symposium conclude that a significantly large share of new jobs are at the lower end of the income scale.

The level of inequality in earned income among U.S. workers declined steadily in the 1960s and most of the 1970s, economists generally agree. "Then somewhere between 1975 and 1978, the distribution of wages and salaries took a sharp U-turn," says MIT professor Bennett Harrison. He says that earnings gaps for all major demographic groups have widened ever since.

To a large extent, minority workers haven't shared in the current economic recovery which has created about 10 million jobs since the end of 1982, says Princeton University economist Bernard Anderson. The wage gap between blacks and whites has widened, he says, as has the gap between black and white unemployment rates. Structural unemployment, which typically isn't remedied by vigorous economic growth, remains a major problem, Anderson says. If the Gramm-Rudman deficit reduction law results in severe cuts or the elimination of currently successful jobs programs, such as the Job Corps, Anderson says such actions would be "counterproductive public policy."

Prospects for significant improvements in the nation's productivity would be greatly enhanced if labor and management, as well as the Federal Goverment, would change certain attitudes and policies that inhibit progress, according to a separate panel of experts taking part in the symposium.

Family policies needed for working parents

Employers should guarantee women at least six weeks of job-protected maternity leave with partial income replacement and should consider providing six months of unpaid, parental leave to all parent workers, according to recommendations prepared by a panel of the Economic Policy Council of the United Nations Association of the United States of America. EPC's Family Policy Panel also recommends that employers and unions allow greater flexibility in the workplace. "This includes flexibility in attitude, in the scheduling of work hours and leave time, and in the design of employee benefits packages," the panel's co-chairpersons, Alice Ilchman, president of Sarah Lawrence College, and John Sweeney, president of the Service Employees say.

"Maternal and parental leaves and benefits, child care services, equal employment opportunity and pay equity, maternal and child health care, and increased workplace flexibility are important components of a cohesive family policy," the EPC report says.

First U.S. flag vessel to transport Japanese autos

The National Maritime Union and the Marine Engineers' Beneficial Association will man the first U.S.-flag vessel built specifically to transport Japanese autos to the United States under the terms of a pioneering agreement between the union-contracted Marine Transport Lines and Nissan Motor Co. The company won a three-year consecutive voyage charter to transport up to 50,000 Nissan cars each year to this country and elsewhere. The service is expected to begin in mid-1987, after the delivery of the firm's new pure-car carrier, which is being built in Japan.

Transport workers request reduction in company fares

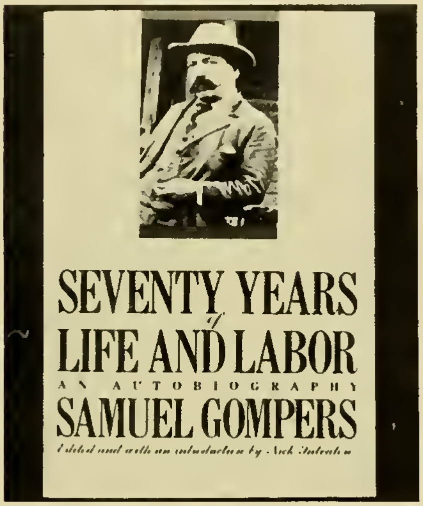
In Philadelphia, an extraordinary, possibly an unprecedented, proposal by a major union had both employers and unionists shaking their heads in astonishment. The proposal, advanced by the Transport Workers Union to increase patronage, was for a 10% reduction in fares charged by the company.

More Books for the Union Craftsman

Seventy Years of Life and Labor: An Autobiography

Samuel Gompers
Edited by Nick Salvatore

Originally published in 1925, this contemporary edition of *Seventy Years of Life and Labor; An Autobiography* has all the flavor and feistiness of the original work with a new, detailed introduction by Nick Salvatore, a faculty member at the New York State School of Industrial Labor Relations, Cornell University. The introduction places Gomper's story in context of the developments of his time, allowing today's unionists to understand the role Gomper played in building the union movement. The 280 pages are Gompers from his start as a young worker in 1850 to World War I. The American Library Association's *Booklist* calls it "a measured and steady view of a fascinating and important man."



Published by ILR Press, New York State School of Industrial and Labor Relations, Cornell University, Box 10000, Ithica, NY 14853; (607) 256-3061. $8.95 paperback; $24.00 hardcover.

The Triangle Fire

Leon Stein

This is the first paperback edition of an out-of-print classic, a book hailed by critics as "a work of humanity and literature"—the story of the tragic sweatshop holocaust that seared the conscience of a nation and changed the face of an industry. Originally published in 1962, *The Triangle Fire* was a Book-of-the-Month Club selection and went through five printings.

THE TRIANGLE FIRE
BY LEON STEIN

Here is the minute-by-minute recreation of what happened that terrible spring afternoon in 1911 when fire broke out at the Triangle Shirtwaist Factory in Manhattan. In less than half an hour, 146 Triangle employees were dead—most of them young women. Terrified by the raging inferno within the "fireproof" building, unable to reach inadequate fire escapes, they jumped from windows, some in groups of two or more, arms entwined.

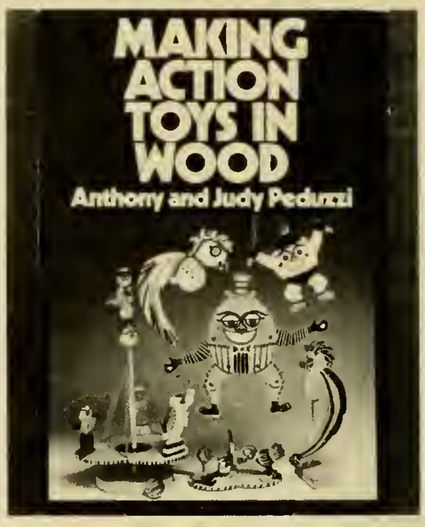
From interviews with survivors, and exhaustive research, Leon Stein, editor of *Justice*, official publication of the International Ladies Garment Workers Union, has reconstructed the Triangle disaster from beginning to end. He also tells in this compelling, powerful book of the dramatic lawsuits against the Traingle owners, and the nationwide storm of protest that followed the needless tragedy—protests that eventually led to major industry reforms.

For information contact publishers Carroll & Graf Publishers Inc., 260 Fifth Avenue, New York, NY 19001; (212) 889-8772.

Making Action Toys in Wood

Anthony and Judy Peduzzi

Toys in this project book are alive—they swing, tumble, rotate, jump, or rattle. The authors are full-time toymakers, basing many of their creations on ideas that have been handed down from generation to generation. The toys are inexpensive to make and require only small amounts of wood; some of the projects are even simple enough to be built by the children themselves. Toys include a tumbling parrot that flicks his tail and does other tricks, and a twirling merry-go-round with interchangeable figures. Diagrams clarify construction and each finished toy is illustrated in full-color photographs.

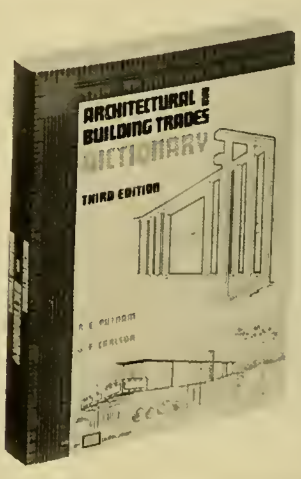


Published by Sterling Publishing Co., Inc., 2 Park Avenue, New York, NY 10016. $8.95 U.S. paperback, $11.95 Canada.

Architectural and Building Trades Dictionary Third Edition

R. E. Putnam
G. E. Carlson

An excellent reference tool for any tradesperson, the *Architectural and Building Trades Dictionary* defines over 7500 architectural terms. Included in the book's 510 pages are 642 illustrations, a glossary of legal terms related to building trades, and a complete listing of common material sizes. Many practical tips on design and construction are included with easy-to-understand definitions and trade terms.



Published by American Technical Publishers, 12235 South Laramie Ave., Alsip, IL. 60658; (800) 323-3471, or call collect in Illinois (312) 371-9500. $16.25 paperback plus $2.00 shipping and handling.

Asbestos and the EPA: An Update

Part 1: Proposed Ban and Phase Out

Asbestos poses a threat to human health in each phase of its use—mining to the manufacturing of asbestos products to installation and use to eventual removal to toxic waste sites. Asbestos causes lung cancer, gastrointestinal cancer, asbestosis (a disabling lung disease), and mesothelioma (a cancer of the chest cavity lining). The major threat to our members comes from exposure during removal and renovation work on buildings that already contain asbestos. There is another threat, though, posed by the continued use of asbestos-containing products.

Many people believe that because certain uses of asbestos were banned in the mid 1970s, asbestos itself is no longer used in the U.S. Yet in 1984 about 240,000 metric tons of asbestos was used in the U.S. to make products such as transite board, asbestos-cement pipe, asbestos roofing felt and flooring felt, vinyl asbestos floor tiles, asbestos brakes and friction products, asbestos fireresistant clothing, and gasket packings. About 70–80% of the new asbestos used in the U.S. goes into construction materials.

Very little asbestos is now mined in the U.S. Ninety-five percent of asbestos used in the U.S. is imported from Canada. Canada then imports from the U.S. many of the asbestos manufactured products made with their own asbestos.

Although in many of these products the asbestos is bonded in a cement or vinyl matrix, when the products are manufactured, machined, or used, the asbestos can escape and significant exposures can occur. Cutting transite (asbestos-cement board) with a circular saw, for example, can produce very high levels of asbestos dust in the air, especially when the saw has no exhaust system attached to it. The same is true of cutting of AC pipe with an abrasive disc saw. There is also some concern about asbestos that might leach out of an AC water pipe and into drinking water or fibers released during use of vinyl asbestos floor tiles. Exposures during the eventual removal fo these materials, such as sanding down vinyl asbestos floor tiles or ripout of roofing felt, can be very high.

Since 1979 EPA has been considering how to address this problem of the continued use of asbestos in the U.S. Several years ago they developed a proposal to ban most uses of asbestos and phase out all other uses over several years. The proposal, however, got stalled by The Office of Management and Budget after a series of high level meetings with officials from the asbestos industry and from the Canadian government.

Finally, after congressional investigation into the delay, on January 19, 1986, EPA published their proposal rule to ban and phase out all new asbestos use in the U.S. The proposal would immediately ban all asbestos construction materials and asbestos clothing. Asbestos brakes and other friction products would be banned either in five years or phased out over a 10-year period. All other uses of asbestos would be phased out after 10 years. This system is based on the reality that while most uses of asbestos have substitutes now, some small percentage does not. The gradual phase out will give industry some leeway and incentive to find alternatives. During this period all products not immediately banned would have to have warning labels.

EPA is proposing this rule because they believe that no level or exposure to asbestos is safe and that even if OSHA reduces worker exposures to 0.2 or 0.5 fibers/cc (as they are expected to do this month), significant risks still exist to those workers and to the public from asbestos exposure. Comments on the proposal are due April 29th. A hearing will be held in mid-May.

The UBC has been fighting hard for years for a strong protective new OSHA standard for asbestos exposure in construction. This proposed regulation would add a further measure of protection for our members who are still installing or removing new asbestos-containing products. We support the proposed ban and phase out of asbestos to protect not only our members, but their families and the public as well. Our comments to EPA this month will reflect this concern.

Part 2: Crackdown on Removal Contractors

Part of The Clean Air Act, called the National Emissions Standards for Hazardous Air Pollutants (NESHAP) law, specifies how to do asbestos removal while minimizing the exposure to asbestos to both workers and the public. The regulations require that if 260 linear feet or 160 square feet or more of asbestos is removed: the asbestos must be wetted before removal and kept wet

Substitutes for Asbestos Products

Item	Substitute
Asbestos-cement pipe	Polyvinyl chloride (PVC) pipe Ductile iron pipe Prestressed concrete pipe Reinforced concrete pipe
Roofing felt	Organic felt Fiberglass felt Single-ply membrane roofing
Flooring felt, Felt-backed vinyl sheet flooring	Felt-containing fiberglass, cellulose, polyethylene or polypropylene fibers, ceramic fibers, plastic-foam, unbacked sheet, ceramic tiles, carpeting, wood flooring
Vinyl asbestos floor tile	Asbestos-free vinyl composition floor tiles with fiberglass, polypropylene, polyethylene, or cellulose
Asbestos-cement sheet	Glass-reinforced concrete, cement-wood board, galvanized steel, aluminum, concrete siding, polyvinyl chloride, or ceramic tile
Asbestos-cement shingles	Asphalt-fiberglass composition shingles, cedarwood shingles, Monray roofing tile, concrete tile, aluminum, PVC siding, brick, tile

NOTE: While most substitutes are considered to be much safer than asbestos, they may also pose other hazards. Concern has been raised about the possibility that man-made mineral fibers (ceramic, fiberglass) may potentially pose a hazard similar to asbestos, if the fibers are small and thin enough to be inhaled.

until collection and disposal, the owner or contractor must dispose of the waste properly, and EPA must be notified in advance of a demolition or renovation operation (notice must be given for all demolition jobs). Violations of the NESHAP regulation are subject to fines of $25,000 for each day.

In January, EPA began a crackdown of violators, filing 11 lawsuits against 28 defendants around the nation. Violators included the State of Florida; Ankeny, Iowa-community school district; Boise State University, Idaho; the State of Washington for The Coleman Ferry Terminal demolition.

'Asbestos causes lung cancer, gastrointestinal cancer, lung disease, and mesothelioma.'

Part 3: Asbestos in Schools Legislation

For the last two and one-half years, the Service Employees International Union (SEIU) and teachers' unions (AFT, NEA) have been pressuring EPA to require a clean-up of the asbestos problem in the nation's schools. EPA has provided a lot of technical information to school districts on how to deal with their asbestos problems, and even required that they survey their buildings for asbestos and report the results to EPA, parents, and teachers. However, they have refused to require the schools to clean up the problem once it was uncovered.

The unions requested that EPA take 4 actions: (1) require that corrective action be taken when an asbestos hazard is found; (2) set standards for determining when a hazard exists that requires action; (3) set performance standards for abatement work to make sure workers are protected and the jobs are done right; and (4) expand the rules for inspecting buildings to other public and commercial buildings. The UBC wrote to EPA in April 1984 supporting these requests and later testified at EPA public hearings on the matter. EPA has, thus far, refused to budge. Given the current climate against regulating, EPA may be hesitant to put out any regulation that would require school districts to do an asbestos cleanup, no matter how necessary. Such standards could then be pointed to by parents and workers in other workplaces in demanding a clean up. In early 1985, SEIU and other organizations filed a lawsuit against EPA for refusing their petition.

After a year of inaction, Congress was spurred to enter the fray. In February, Congressman Florio (D-NJ) and Senator Stafford (R-Vt) introduced the "Abestos Hazard Emergency Response Act of 1986" into Congress. The bills would require EPA to set uniform standards for schools to inspect and test for asbestos, and in abating the hazard. It would require training and certification of contractors involved in asbestos clean-up and abatement work. EPA has estimated that up to 75% of all school asbestos abatement work has been done improperly by "rip and skip" contractors.

These bills are strongly supported by the AFL-CIO, the PTA, Governors' and Mayors' Associations, public health associations, environmental groups, the American Lung Association, and the American Cancer Society. The Senate bill is number S. 2083. The House bill is HR 4311.

Please contact your Congressional Representative and Senator to co-sponsor and support these bills.

Part 4 - EPA Asbestos Information Centers and Publications

EPA's Asbestos Action Program has set up three regional Asbestos Information Centers and several satellite centers. The regional centers provide training courses for contractors and some worker training. All centers are sources for information on asbestos and for EPA publications. The regional center addresses are:

Georgia Institute of Technology
GTRI/EDL/EHSD
Atlanta, GA 30332
(404) 894-3806

Center for Environmental Management
Graves House
Tufts University
Medord, MA 02155
(617) 381-3531

Asbestos Training Center
University of Kansas
Division of Continuing Education
5005 W. 95th St.
Shawnee Mission, KS 66207-3398
(913) 648-5042

Two new regional centers are set to open this spring at the University of California at Berkeley (in conjunction with UCLA), and at the University of Illinois at Chicago.

Satellite centers have been set up at the University of Utah, University of Texas at Arlington, Rutgers Medical School (N.J.), and Drexel University (Philadelphia, Pa). Other universities and local Committees on Occupational Safety and Health (COSH) groups will be getting smaller grants to do asbestos training.

New EPA publications on asbestos are now available. They include:

Asbestos Fact Book, 11 pgs., Aug. 1985, briefly describes EPA's activities on the asbestos problem;

Asbestos in Buildings-Guidance for Service and Maintenance Personnel, 16 pgs., July 1985, a picture book illustrating "do's and don't's" for maintenance workers who come in contact with asbestos (EPA #590/5-85-018);

Asbestos Waste Management Guidance, 32 pgs., May 1985, a short booklet detailing the requirements and precautions to be taken in handling and disposing of asbestos waste (EPA #530-SW-85-007);

Guidance for Controlling Asbestos - Containing Materials in Buildings, 10 pgs., June 1985, a technical guide to how to abate asbestos hazards in buildings, primarily written for building owners, but contains much useful information (EPA #560/5-85-024, also known as "the purple book").

To obtain copies of EPA publications, call your regional Asbestos Information Center, or call (800) 424-9065 (555-1404 in Washington, D. C.). The UBC Department of Occupational Safety and Health also has some copies of these publications available.

STOP

Someone helped to organize each and every labor union, and someone helped every member to join. Now you can help the unorganized. Simply supply the General Office in Washington, D.C. with the name and location of an unorganized plant, and the names and addresses of some of its unorganized workers. Upon receipt of a sufficient number of names and addresses of interested unorganized workers, the General Office will see to it that a UBC representative does his best to bring union conditions to the unorganized.

Each and every unorganized worker threatens the security and working conditions of every union member. Unorganized employees in nonunion plants and at nonunion construction sites compete with union labor and tend to hold wages and working conditions down. Protect yourself and your family by protecting union wages and working conditions.

Supply the Organizing Department at the General Office with names and addresses of unorganized workers NOW!

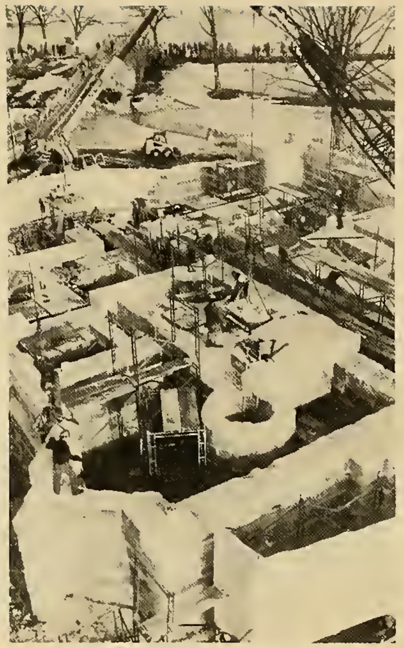
HELP THE UNORGANIZED!

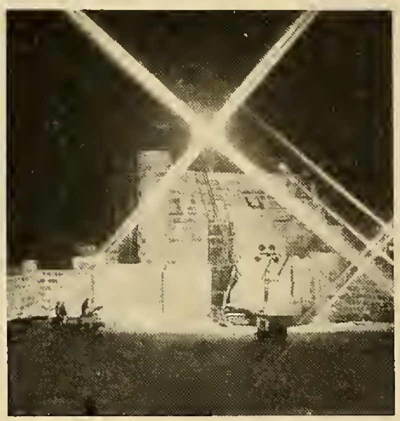
St. Paul Creates Winter Wonderland

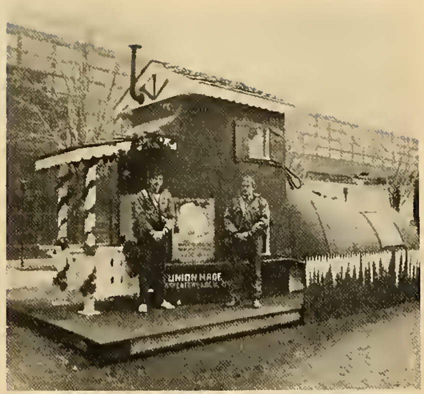
Members of three St. Paul, Minn., local unions joined with other Building Trades members last winter to create a spectacular and towering Ice Palace beside a local park lake.

After Laborers cut 640-pound blocks of ice from the lake they were placed on a conveyor erected by members of Millwrights Local 548, shown in the background above, and transported to the site on wooden chutes erected by Carpenters of Local 87. Piledrivers of Local 1847 prepared the palace foundation with heavy wooden piles, and Carpenters and Laborers poured a concrete slab. Bricklayers laid the ice blocks, using ice slush as mortar, and Electricians wired the whole structure for colored lights.

The Ice Palace, shown in color on our back cover, was created almost entirely by volunteer labor. Two 80-man shifts worked six days a week from mid-December until February 6. A January thaw set in near the end of the project, so they weren't able to reach the height expected—now they're thinking of next winter.







Old Woman's Shoe For Local Festival

If an old woman really wants to live in a shoe, there's one in the vicinity of Niagara Falls, N.Y., created by members of Carpenters Local 280 of Niagara-Genesee and Vicinity and retirees of Electrical Workers Local 237.

The shoe is a Size 142 Triple Z. It's 24 feet long, 15 feet high, and during the 5th Annual Festival of Lights in Niagara Falls, it was in front of the city's Wintergarden.

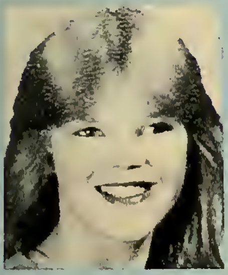
The picture above shows two apprentices of Local 280 wearing special jackets for the occasion. They were part of the 15-member UBC crew who put in 600 man-hours as apprentice cobblers.

The work was under the direction of Philip Lange, instructor in Local 280's apprenticeship program. Retirees of IBEW Local 237 did the indoor wiring so animated characters could be placed in the viewing areas.

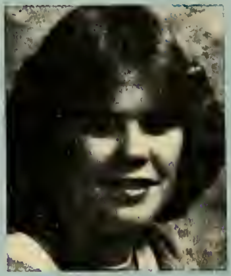
The shoe was given an "old leather" look with canvas donated by the Falls Tent and Awning Company.

Missing Children

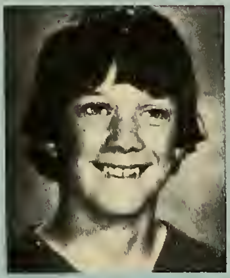
If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5678



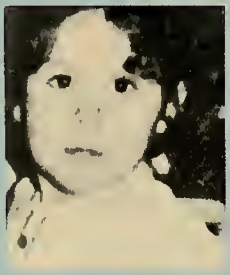
Debra Frost, 19, has been missing from her home in Utah since July 9, 1984. She has sandy blond hair and hazel eyes.



Kelly Morrissey has been missing from her home in New York since June 12, 1984. Her hair is blond and her eyes are brown.

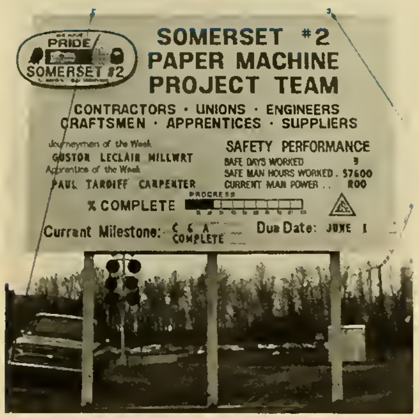


William Dale Gunn, 17, has been missing from his home in Oregon since June 16, 1984. His hair is brown and his eyes are blue.



Desiree Carroll, 5, has been missing from her home in Texas since March 25, 1983. Her hair and eyes are brown.

LOCAL UNION NEWS


PRIDE
SOMERSET #2
SOMERSET #2
PAPER MACHINE
PROJECT TEAM
CONTRACTORS · UNIONS · ENGINEERS
CRAFTSMEN · APPRENTICES · SUPPLIERS
Journeymen of the Week
GUSTON LECLAIR MILLWRT
Apprentice of the Week
PAUL TARDIFF CARPENTER
SAFETY PERFORMANCE
SAFE DAYS WORKED 9
SAFE MAN HOURS WORKED . 57600
CURRENT MAN POWER .. 200
PROGRESS
% COMPLETE
Current Milestone: C & A COMPLETE
Due Date: JUNE 1

Maine PRIDE

The PRIDE Program, established by management and labor to recognize a journeyperson and apprentice of the week, has been instituted at the S.D. Warren Scott Paper plant in Skowhegan, Me., where Local 320, Augusta and Waterville, Me., members are employed by the Rust Engineering Co. Pictured above right are, from left, James P. Laney, the millwright steward on the job; Guston LeClair, millwright of the week; Ron Cormeau, project manager; Russell Clement, business agent for Local 320; Paul Tardiff, carpenter apprentice of the week; and Jay Guber, carpenter steward. Pictured above is the 20-by-30-foot sign that alerts passers-by that PRIDE is working at the plant.

N.Y. President Emeritus Honored

Arvid Andersen recently became the first past president of Dockbuilders Local 1456, New York, N.Y., to be awarded the title president emeritus. Bestowing the honor, with the approval of the executive committee, was President and Business Manager Frederick W. Devine.

Andersen joined the local in 1926. Serving as a business agent and later as president, he was also Dockbuilder Foreman and Dockbuilder General Foreman on some of the biggest jobs in and around New York.

CARPENTER magazine is always grateful to receive local union news. If your local's been involved in something you'd like to tell us about, write CARPENTER magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Volunteers Build Picnic Shelter

Unemployed members of Local 63, Bloomington, Ill., are making their free time count by donating labor to build a picnic shelter at the union hall. The structure will be enjoyed by all members, especially at the annual picnic in August.

East St. Louis Stewards

"Building Union" was the subject of a steward training course for members of Local 169. Greg Warneke took this picture of the large group of participants. Seated, from left, they included Gus Sharos, Donald Pratt, Charles Howell, Frank Norkus, Bill Thompson, and Jim Gravot. First row, standing, from left, Business Representative Jim Kennedy, Keith Howell, Rich Kelley, Ron Gladdue, Don Ulrich, Leonard Fahrner, John Donahue, Asst. Business Representative Harold Kuhn, Elvin Robertson. Second row, standing, from left, Brian LeBeau, Jim Tolley, Scott Kennedy, Don Mantz, Alvin Seager, Paul Welle, Joe Lemansky, Bill Perry, Mike Ogden, and Walter Madura.

Union Representatives Learn Survival Tactics At KC Seminar

When management trys to weaken and destroy your union, seek alternatives to a strike. Be cautious about accepting reduced contract benefits. Stay on the job and fight back.

This was the gist of much of the advice given recently to participants in an all-day union seminar held in Kansas City, Mo. A total of 225 union members from six Midwestern states discussed the seminar theme, "Union Power: Alternatives in Dealing with Cutbacks and Union Busters," and they received new yet proven tips on preserving their unions and getting acceptable contracts.

Edward Durkin, the United Brotherhood's special projects director, showed the union representatives how to use public sources in researching companies. He described methods used to obtain reports and forms filed by companies with federal agencies. He also pointed out that there is much related industry information available which bears on the activities of a particular company.

Joe Uhlein, from the AFL-CIO Industrial Union Department in Washington, D.C., stressed, "Any union action that drags on too long becomes a drag. We must pick actions that are effective in less time." He added, "Our actions must convey the power of working people and show in-plant solidarity."

The "corporate campaign" was discussed as a viable new union strategy. The corporate campaign involves use of information and pressure outside of traditional tactics to move an obstinate management into dealing with the union.

A corporate campaign can involve pressure through stockholders, financial resources, related companies, and interlocking directorships. "The oject," it was explained, "is to make union busting more expensive and damaging than reasonable negotiations." Success requires extensive knowledge of the company's structure, financing, and top officers.

One useful tool is purchase of some stock—however little—in the company with which it has or seeks a contract. The union then has a voice with fellow stockholders in business decisions.

Speakers pointed out unions owning stock in corporations should receive profit-and-loss data and other valuable information which can be used in assessing company demands for cutbacks in wages, benefits, and jobs.

The seminar ended with six concurrent workshops, allowing participants to break into smaller and concentrated groups.

In her workshops on "Some Beliefs for Building Solidarity," Cindy Nietfeld of Communications Workers of America observed unions can use in reverse some of the antiunion tactics of the Reagan Administration. She observed, "Unions are not foreign to American Workers. They are known for helping every worker."

During the "Countering the Union-Buster at Work and at the Bargaining Table" workshop, Tom Balanoff, International Brotherhood of Boilermakers, noted company proposals to change "for the worse" insurance, pension, job security, and work rules must be immediate "cause of suspicion."

Kansas City union attorney Marsha Murphy noted during the "What is Left of the Law after Ronald Reagan" workshop, the law "was not that good" for workers even before the discredited ex-union member got into the White House. "But it certainly is much worse now." She urged union solidarity in fighting the Administration's moves to weaken unions.

When union members know the Occupational Safety and Health Administration has missed job-site safety problems during inspections, "they should immediately show documented information" to inspectors, advised Don Spatz of the Boilermakers. He said companies frequently learn in advance "the inspection is coming." He said in smaller cities, management discerns this information through hotel registrations.

Unions must prepare in advance for dealing with reporters, observed Meyer L. Goldman, of the *Labor Beacon*, during his "Meeting the Media in Modern Times" workshop. He urged unions to get their positive news to the press instead of waiting for the journalists to "contact you during controversies." He pointed out that the corporate campaign—which involves fighting, but staying on the job after contract expiration—requires the union to take the initiative in getting its story to the people.

Remarks of participants after the seminar included, "I wish we could have been armed with some of what we learned today before we had to accept recently a concession contract" and "We have been fired up today to go back to our union hall and win instead of losing."

Registration for the seminar came from the Kansas City area; St. Louis, Sedalia, Columbia, and Cape Girardeau, Mo.; Topeka and Manhattan, Kan.; Omaha and Superior, Nebr.; Des Moines and Marshalltown, Iowa; Minneapolis, Minn.; and Chicago, Ill.

The seminar was the first course offered by the new labor studies division of Labor Beacon Communications Inc. The seminar was endorsed by several union groups, including the Greater Kansas City, Mo., Labor Council, AFL-CIO, and the Tri-County Labor Council of Eastern Kansas.

●

EVERSOLE Survivors

Walter Hendrickson of Local 1456, New York City, was aboard a ship blown up 22 miles east of Leyte Gulf in the Philippines during World War II. There were 136 survivors, and they're planning a reunion. If you're one of the 136 aboard the *USS Eversole DE 404*, write Hendrickson at 32 William Street, Nutley, N.J. 07110.

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APPRENTICESHIP & TRAINING

Canadian Carpentry Apprenticeship Contest

Apprentices in the 1985 Canadian contest, from left, are Ken Stoian, Saskatchewan Provincial Council of Carpenters; James Barabash, Local 2103, Calgary, Alta; Third Place Winner Harry Fong, Local 452, Vancouver, B.C.; Don Coucette, Local 27, Toronto, Ont.; First Place Winner Graeme Williams, Local 1325, Edmonton, Alta.; Paul Vodak, Local 27, Toronto, Ont.; Trevor Markovich, Local 343, Winnipeg, Man.; and Second Place Winner Joe Duncan Local 1598, Victoria, B.C.

Last November the First Canadian Apprenticeship Contest took place in Calgary, Alberta, Canada.

Eight provincial finalists representing five provinces were tested on a stair and rafter layout, surveying, a three-hour theory exam and a seven-hour practical test. The Competition took place over three days with the practical portion being performed in Calgary's largest shopping mall.

The mall proved to be an ideal venue for public exposure. Each contestant contructed a two-seat patio bench, later donated to local senior citizens homes.

The awards banquet was attended by various officials of the union, the industry, and the local technical institute. Provincial Manpower Minister Ernie Isley, and Tenth District Board Member Ronald J. Dancer, and N.Y. Contruction's Joe Urchevich presented the awards.

The 1986 contest has been tentatively scheduled for British Columbia.

Syracuse Graduates

Four graduating apprentices received journeyman certificates at Syracuse, N.Y., Local 12's December meeting. Pictured, from left, are Neil Daley, business representative; Paul Sinay; Steven Young, recording secretary, former JAC instructor; Mark McGlaughin; Timothy Woods, coordinator; Richard Matthews; and Timothy Kogut.

New Journeyman

New journeyman Mike Windham, Local 1778, Columbia, S.C., receives his certificate from Financial Secretary and Business Representative F. R. Snow.

Chamber of Commerce Boost

The Greater Oswego, N.Y., Chamber of Commerce is getting some help from Oswego Local 747 carpenters-in-training. The apprentices are helping with renovation of the Chamber's historic building to provide affordable offices for non-profit organizations. Apprentices kneeling are, from left, Fran Hoefer, Alisha Albright, and Bob Baldwin; standing are, from left, Joe Miuccio, Tom Paeno, and Rich Delong, with instructor Bob Cummings.

California Graduates

Five new journeymen were awarded graduation certificates from Local 1913 at its annual presentation dinner. Picture, from left, are Financial Secretary Vern Lankford, Business Agent James Mannino, Charles Abblett, Ramona Davidson, Dwennon Healy, Harry Underwood, and Business Agent and President Bill Adair.

Detroit Training School Reports 'Good Year' Enrollment for 1986

Apprentice Darryl Plummer mortises a door butt in Detroit's lock installation class.

Herb Schultz, director of the Detroit training school, in his office in Ferndale, Mich. The PETS program is incorporated into Detroit teaching procedures.

Instructor Cicero Haralson advises Stanley Kuznicki on the proper use of a power plane. Power tools are used only after hand tools are mastered.—Photographs by The Detroit Building Tradesman.

The Detroit (Mich.) Building Tradesman recently featured the Detroit District Council's apprenticeship training school in a front-page story, calling attention to its contributions to young people of the area.

"We want our apprentices to know every facet of the trade," School Director Herb Schultz told the newspaper's associate editor, Bill Pomeroy. "What we want them to be is dependable, responsible, prompt, worthy . . . . The bottom line is becoming a well-rounded worker."

The Detroit school operates in expanded facilities in Ferndale, Mich. It has a broad spectrum of training equipment and incorporates the PETS (Performance Evaluation Training System) into its program.

Schultz reported that enrollment is mounting because the current work picture is good. Schultz has a theory that peak enrollment years follows a 10-year cycle. In 1978 there were 950 apprentices, and in 1968 the total was 1,100. He anticipates around 900 students in 1988. Currently there are 350 first-year apprentices, the first good year in the 1980s, Schultz says.

Detroit apprentices can pick up credits in and out of the classroom. Attending monthly union meetings equals one credit; picketline duty brings another, as does being on the honor roll or participating in state contests. These extras are limited to three credit hours apiece.

Sarnia Journeymen

Gathered above, the recent graduates of Local 1592, Sarnia, Ont., pictured, from left, are President Ralph Pretty, Apprenticeship Committee Vice Chairman Frank Christie, Bryan Edwardson, Larry Smith, Ted Panchyshyn, Gordon C. Brown, Jamie Miller, Kevin Kealey, and Apprenticeship Committee Chairman James C. Wodham.

Education Pays Off at GM Saturn

The selection of a rural town in Tennessee as the site for a big production plant for the General Motors Saturn automobile was influenced by the state's education system and teacher incentive pay program, according to GM.

GM's need to train 6,000 workers for its high tech plant explains its emphasis on education as part of the favorable "atmosphere" it wanted. United Auto Workers feel, however, that the availability of a large non-union labor pool was also a factor.

Nevertheless, education and training remain important factors in upgrading local economies, as labor has long contended.

Since 1982, a host of states have upgraded their schools:

- 40 of them now use higher requirements for high school graduation.
- 36 states have stiffened and expanded their student competency tests.
- 21 have adopted incentive pay plans rewarding teacher excellence.

CONSUMER CLIPBOARD

Cosigning a Loan

What would you do if a friend or relative asked you to cosign a loan? Before you give your answer, make sure you understand what cosigning involves. Under a recent Federal Trade Commission rule, creditors are required to give you a notice to help explain your obligations.

COSIGNERS OFTEN PAY

Some studies of certain types of lenders show that as many as three out of four cosigners are asked to repay the loan. That statistic should not surprise you. When you are asked to cosign, you are being asked to take a risk that a professional lender will not take. The lender would not require a cosigner if the borrower met the lender's criteria for making a loan.

As the notice explains, in most states, if you do cosign and your friend or relative misses a payment, the lender can collect from you immediately without pursuing the borrower first. And the amount you owe may be increased—by late charges or by attorneys' fees—if the lender decides to sue to collect. If the lender wins the case, he or she may be able to take *your* wages and property.

IF YOU DO COSIGN

Despite the risks, there may be times when you decide to cosign. Perhaps your son or daughter needs a first loan, or a close friend needs help. Here are a few things to consider before you cosign.

- Be sure you can afford to pay the loan. If you are asked to pay and cannot, you could be sued or your credit rating could be damaged.
- Before you cosign a loan, consider that even if you are not asked to repay the debt, your liability for this loan may keep you from getting other credit you may want.
- Before you pledge property, such as your automobile or furniture, to secure the loan, make sure you understand the consequences. If the borrower defaults, you could lose these possessions.
- You may want to ask the lender to calculate the specific amount of money you might owe. The lender does not have to do this, but some will if asked. You also may be able to negotiate the specific terms of your obligation. For example, you might want to have your liability limited to paying the principal balance on the loan, but not late charges, court costs, or attorney's fees. In this case, ask the lender to include a statement in the contract like this: "The cosigner will be responsible only for the principal balance on this loan at the time of default."
- You may want to ask the lender to agree, in writing, to notify you if the borrower misses a payment. In this way, you will have time to deal with the problem or make back payments without having to repay the whole amount immediately.
- Make sure you get copies of all important papers, such as the loan contract, the Truth-in-Lending Disclosure Statement, and any warranties if you are cosigning for a purchase. You may need these if there is a dispute between the borrower and the seller. Because the lender is not required to give you these papers, you may have to get copies from the borrower.
- Check your state law. Some states have laws giving you additional rights as a cosigner.

The Federal Trade Commission enforces a number of federal laws involving consumer credit for which free publications are available. If you would like additional information concerning debt, ask for the following FTC publications: *The Credit Practices Rule* and *Solving Credit Problems.* Write to Public Reference, Federal Trade Commission, Washington, D.C. 20580.

Cosigner's Notice

You are being asked to guarantee this debt, think carefully before you do. If the borrower doesn't pay the debt, you will have to. Be sure you can afford to pay if you have to, and that you want to accept this responsibility.

You may have to pay up to the full amount of the debt if the borrower does not pay. You may also have to pay late fees or collection costs, which increase this amount.

The creditor can collect this debt from you without first trying to collect from the borrower.* The creditor can use the same collection methods against you that can be used against the borrower, such as suing you, garnishing your wages, etc. If this debt is ever in default, that fact may become a part of *your* credit record.

This notice is not the contract that makes you liable for the debt.

* *Depending on your state, this may not apply. If state law forbids a creditor from collecting from a cosigner without first trying to collect from the primary debtor, this sentence may be crossed out or omitted on your cosigner notice.*

MADE IN AMERICA:
cars and trucks

Is a new car purchase your reason for investigating loan procedures? The growing use of overseas components makes it increasingly difficult to find an "all-American" car.

The Research Department of the United Auto Workers defines U.S.-built cars as being 75% domestic content. U.S.-assembled vehicles are most likely 30–40% North American content.

According to this definition the following are domestically-produced cars and trucks:

- All GM cars and trucks except the Chevy Sprint (Suzuki), Spectrum (Isuzu), LUV (Isuzu), El Camino and Caballero trucks (assembled in Mexico);
- All Ford cars and trucks except the Ford Courier (Mazda) and Mercury Merkur (Ford of Europe);
- Volkswagen Golf;
- All AMC and Jeep vehicles, plus the Renault Alliance and Encore;
- All Chrysler cars and trucks except Dodge Colt, Vista, RAM 50, and Challenger, Plymouth Champ, Conquest, and Sapporo (all Mitsubishi) and a few K cars (Reliant and Aries) assembled in Mexico;
- U.S.-assembled Nissan Sentra;
- U.S.-assembled Honda Accord;
- U.S.-assembled Nova (GM-Toyota joint venture); and
- Canadian-assembled Volvo.

A good thing to keep in mind when shopping for an auto is that an estimated one job in seven in the U.S. is auto-related. Rubber workers, glass workers, textile, steel, plastics, electronic and other workers as well all play a part in the U.S. auto industry.

Words Seldom Heard

Continued from Page 11

stingy person was referred to as picayunish.

A man on construction today would wrinkle a puzzle brow if his foreman asked him to chink and daub the chimney on a house. But this was a method of filling the cracks between logs with mud or clay, mixed with grass or other holding material such as brome sedge or prairie grass.

A potato hole was not a potato with a hole in it, but a conical mound in the garden in which potatoes, apples, and other vegetables and fruits were stored for the winter, covered first with straw, then dirt, to keep out the frost.

A sander was not a device for sanding wood but was something like a pepper shaker, filled with fine sand which was sprinkled over ink to dry it. This was before the days of the blotter.

Sillabub was sweetened cream, flavored with wine and whipped, after which it was poured over Johnny cakes, much as we used "store-bought" syrup today.

A sleeper is not a person dozing but a heavy timber used to support a sagging wall. That term is still used. A fence worm was not used for fishing but described the zigzag outline of a rail fence that gained its popularity in Virginia.

Girdles were not only worn by women. The word also applied to deep rings chopped around trees to deaden their growth. Poke yokes were worn by livestock to keep them from pushing through fences. A jack was a small wooden cup, the inside of which was coated with tar. Cedarware was a bucket or other container made entirely of narrow cedar staves banded together.

Linsey was the name given certain home-woven cloth. Gum wax came from the sweet gum tree, preceding chewing gum. Graham bread was a home-made loaf, baked from wheat coarsely ground.

Farmers used a machine with whirring cylindrical knives to cut oats straw into inch-long lengths, which was fed to horses daily. This was known as cutting haxel. The word is completely gone from our reference books today.

This could go on and on but space does not permit. Most pioneer words have vanished from today's scene, replaced by words describing our new, computerized society. This might be termed lamentable, for many of these words had their own distinctive charm. But now they are lost in the limbo of the fast-moving twentieth-century world.

You-all have a good day!
Whip us some syllabub! UBC

Batter Up for the UBC

What better uniform for spring training than UBC-emblem ball caps, jackets, and T-shirts? Outfit your whole team, and your family too, in our high quality, union-made articles.

The 4-color, 12-inch UBC emblem is available on a light blue or white **T-shirt** with dark blue trim at neck and sleeves. Sizes: S, M, L, XL **$4.75**

White **T-shirts** with dark blue trim at the neck and sleeves have the Brotherhood emblem and your choice of the following sayings:

My Daddy is a Union Carpenter
Sizes: YS, YM
My Daddy is a Union Millwright
Sizes: YS, YM
My Dad is a Union Carpenter
Sizes: YL
My Dad is a Union Millwright
Sizes: YL
My Mom is a Union Carpenter
Sizes: YS, YM, YL
My Granddad is a Union Carpenter
Sizes: YS, YM, YL
My Grandma is a Union Carpenter
Sizes: YS, YM, YL
My Husband is a Union Carpenter
Sizes: S, M, L, XL
My Husband is a Union Millright
Sizes: S, M, L, XL
My Wife is a Union Carpenter
Sizes: S, M, L, XL

Youth Sizes: YS, (6–8) YM (10–12) YL (12–14)
Adult Sizes: S (34–36) M (38–40) L (42–44) XL (46–48)

Youth T-shirt	**$4.00**
Adult T-shirt	**$4.25**

Dark blue, with gold and blue nylon ribbing at cuffs, waist, and collar, our **baseball jacket** has gold snaps and a gold Brotherhood emblem. Sizes: S, M, L, XL **$29.00**

Adjustable straps give our **baseball caps** a custom fit. The all-twill cap is dark blue with the Brotherhood emblem in color on the front white panel. Cap is also available with a blue mesh back.

Twill cap	**$4.50**
Mesh cap	**$4.25**

Send order and remittance—cash, check, or money order—to: General Secretary, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001. All prices include the cost of handling and mailing.

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Retirees on Picket Line Duty

Unions have begun to tap retired members for picket-line duty. Retired unionists long have been enlisted for political activities and now some unions use them during contract negotiations and organizing drives. The Boilermakers union gets retirees' help as extra pickets at some of the 60 U.S. cement plants where members continue to work despite expired contracts.

United Food and Commercial Workers Union retirees help, too. About 50 picketed two hours a day during a meat cutters strike in Santa Barbara, Calif., last fall. A similar-sized group handed out literature during a Florida organizing effort at Grand Union stores in 1984.

Visalia, Calif., Club Boasts 30 Members

Retirees' Club 3 in Visalia, Calif., currently has 80 members on its rolls and is going strong. Club Number 3 keeps a full calendar of events going for retirees and their spouses including barbecues, pot luck suppers, fishing trips, and trips to Calico Ghost Town and Roy Rogers Museum.

At their monthly meetings, a representative from Blue Cross insurance is present to help with questions or problems that club members may have. During holidays such as Halloween, Christmas, and July 4, special events are organized.

Recording secretary Mary Bruce, who keeps us up to date on all these activities, tells us that new members are always welcome to join the group's social hours, meetings, and reminiscences.

LaPorte Club Donates Food

The spirit of sharing was demonstrated recently by Retirees' Club 45, LaPorte, Ind. At one of their regular business meetings, members packed up boxes of canned goods and staples to be donated to the Salvation Army. The supplies were then distributed to needy families.

Retiree Builds Ramps for MS Patients

Retiree Kortz at work, upper right, and with an MS victim and her new ramp.

In January 1960 Herbert Kortz, a 40-year member of the UBC belonging to Local 68, Menomonie, Wisc., received the news that his wife Margaret had multiple sclerosis. Caring for his bed-ridden wife, Kortz became an active member of the North Star chapter of the National Multiple Sclerosis Society, and in 1965 was elected to the board. Upon his retirement in 1980, Kortz announced he would build wheel chair ramps for any MS patient in the Twin Cities area; if the patient furnished the material, he'd furnish the labor free. As of September 1985, he has built 34 ramps for a total of 291 man hours. Kortz has also served the UBC as business representative, secretary of the district council, and secretary-treasurer of the state council.

Mississippi Group Has Active Wives

In Jackson, Miss., it's the ladies, shown above with their husbands, who keep Retirees' Club 41 going strong. The group holds regular monthly meetings and members get together every other month for a dutch-treat lunch.

Holiday Activities in Bloomington

The retirees of Club 5, Bloomington, Ill., may be small in number, but their enthusiasm and energy keep the club on the move. Hospitality Chairperson Juanita Shoemaker recently sent to us some photos of the group's activities, which ranged from riding in the local labor day parade to Christmas parties with friends and local officers to a trip to Rockome Gardens in Arthur, Ill. At left, members are distributing candy during the Labor Day parade; at right, retirees who made the trip to Rockome Gardens.

PLANE GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

NO COLLECTIVE BARGAIN!

The minister beamingly asked the bride how many children she expected to have. "Ten, at least," she replied. "I want our marriage to be a happy union." "Happy union," snorted the groom. "With that many kids, it sounds more like an open shop!"

ADOPT A LUMBER STORE

THE SOUND OF MONEY

Inquisitive youngster: "Daddy, if money talks, how come we can't hear it?"

Quick-thinking papa: "That's because money goes faster than the speed of sound!"

BUY UNION • SAVE JOBS

REASONABLE DEDUCTION

The business agent was complaining that his wife was untidy, didn't keep the house clean, was a bum cook, was extravagant and doesn't understand him. His friend listened sympathetically, then asked: "When did you meet this other woman?"

THE HARD WAY!

He was out with his new girl friend. He rounded a bend at close to forty. A sudden skid and the car overturned. They found themselves sitting together, unhurt, alongside the completely smashed car. He put his arm around her waist, but she drew away.

"It's all very nice," she sighed, "but wouldn't it have been easier to just run out of gas?"

USE UNION SERVICES

WHICH IS WHICH

Fishing is just a jerk at one end of the line waiting for a jerk at the other end.

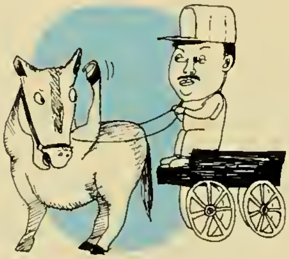
—Ernie Ford

SUPPORT THE L-P BOYCOTT

HAD A KICK COMING

Mac: "Why did you kick my dog?"

Sandy: "He raised his leg—I thought he was going to kick me."



STOP AND GO

The horse ambled along for a short distance and then stopped. This procedure was repeated several times. A curious bystander approached the farmer and asked kindly, "Is your horse sick?"

"Nope," answered the farmer, "he's so afraid I'll say 'whoa' and he won't hear me, that he stops every once in a while to listen."

THIS MONTH'S LIMERICK

An accident really uncanny
Befell a respectable granny;
She sat down in a chair
While her false teeth were there
And bit herself right in the fanny.

—Jack Greenwood
Venice, Fla.

GOOD CAUSE

"I'm getting a divorce—my wife called me an idiot."

"That's no grounds for divorce."

"Well, it was like this. I came home and found my wife in the arms of the man next door, and I said 'What's the meaning of this?' and she said, 'Can't you see, you idiot'?"

ATTEND UNION MEETINGS

NO PROBLEM

A lovely young girl stood at the bank teller's window. He looked at her and the check she wished to cash, then asked her if she could identify herself. She pulled a small mirror from her handbag, glanced in it, and with relief said, "Yes, it's me all right."

—Nancy's Nonsense

STAY IN GOOD STANDING

GOOD FOUNDATION

The good thing about beginning at the bottom is that you always have something solid to go back to.

IMPORTS HURT • BUY UNION

NO CHICKEN, THAT ROOSTER!

The minister had just finished an excellent chicken dinner. As he looked out of the window a rooster strutted across the yard. "My!" said the minister, "that is certainly a proud rooster." "Yes, sir," said his host, "he has reason to be proud. One of his sons just entered the ministry."

DON'T BUY L-P

CHARACTER REFERENCE

An application of money will sometimes remove stains from a man's character.

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

Warren, Pa.

WARREN, PA.

At Local 1014's pin presentation dinner, members Harry S. Swedenhjelm, 50 years, left, and George Larson, 60 years, right, were honored for their many years of service to the Brotherhood.

Van Nuys, Calif.—Picture No. 1

Van Nuys, Calif.—Picture No. 2

Van Nuys, Calif.—Picture No. 3

Van Nuys, Calif.—Picture No. 4

Van Nuys, Calif.—Picture No. 5

Van Nuys, Calif.—Picture No. 6

VAN NUYS, CALIF.

Local 1913 recently held its annual pin presentation and dinner at Nob Hill Restaurant. Forty-five long-time members were presented service pins.

Picture No. 1 shows 25-year members, seated, from left: Umberto Barragan, Ben Dibene, Michael Zubach, and Ronald Vincelli. Standing, from left: Henry Cooke, Michael Munroe, Charles Shelton, Joe Dingman, Pauli Laine, and Olavi Harja.

Picture No. 2 shows 30-year members, seated, from left: Frank Rising, James C. Hill, Elidoro Flores, Gilbert Zamora, and Hugh Story. Standing, from left: Tauno Tikka, Pete Kaldhusdal, Lewin Minter, Kenneth Robinson, Woodrow Hite, Joe Silvia, and Al Reeves.

Picture No. 3 shows 35-year members, seated, from left: Albert Shepherd, Harold Kelsch, Lee Kully, and George A. Papp. Standing, from left: Bill Plantenberg, Frank Monroe, Guido Fasso, John Campbell, and Rene Wille.

Picture No. 4 shows 40-year members, seated, from left: George Wyckhuyse, William Barabas, Victor Jensen, George Nagy, and Frank Hellman. Standing, from left: Robert Hauger, Los Angeles DC Secretary-Treasurer Paul Miller, Lee Critchfield, Sidney McCaleb, Karl Dahlsten, Steele Brand, and John W. Fletcher.

Picture No. 5 shows 45-year members, from left: Richard Heflin, David Burris, and Los Angeles DC President Doug McCarron.

Picture No. 6 shows William Nilsson, left, receiving his 50-year pin.

It's important to us to list the names of members receiving honors with the proper spellings and designations. With this in mind, please send us typewritten information on pin presentations whenever possible, and when this is not possible, please print the information. As we know from experience, script is very difficult to decipher.

ST. LOUIS, MO.

At a recent St. Louis District Council get-together, Carl Reiter, right, was honored for being "one of the most active and distinguished members" of the St. Louis Carpenters District Council with the presentation of his 50-year pin and a certificate. Awarding the certificate is Executive Secretary-Treasurer Ollie W. Langhorst. Reiter, a member of Local 73, served as the council's assistant executive secretary-treasurer, as a business agent and as a delegate to the district council; and currently as a trustee in the council's retiree club.

SAN BERNARDINO, CALIF.

The membership of Local 944 recently gathered for an afternoon buffet to honor 469 of their members who had completed 25 or more years of continuous service to the UBC. They represent a total of 16,757 years of proud union carpentry.

Pins were presented to **55-year member** A.J. Withers; **50-year members** Ed F. Manning, Ben Walston, and John G. Writer; **45-year members** Paul B. Alton, John A. Bentley, Otis Burrows, Charles L. Campbell, Francis H. DeClerck, Coy W. Duke, H. W. Dulaney, Charles B. Duncan, John Eder, Homer Ford Sr. A. L. Griffin, Herbert R. Heston, Edwin D. Hoover, N. Everett Ingle, J. Milton Johnsen, Edward Koelzer, R. D. Landon, Granville A. Miller, Emil S. Mintz, H. H. Morrison, Robert L. Nelson, John W. Painter, Alcott S. Palmquist, Charles R. Pearce, Charles D. Prograce, Morley V. Scott, Frank Spriet, E. A. Ware; **40-year members** Charles J. Abel, Frederick H. Adolphi, William W. Andrews, James R. Arnold, Joe E. Barry, Lemuel Blevins, Bezeairlu Brown, Cornelius Button. William Carleton, Med Choate, Wallace G. Clawson, Winton Cowell, John D. Cox, Arthur O. Dahl, Clarence Dahlseid, James Darling, Henry Daros, John DeLange, Earl E. DePeugh, Donald S. Dunning. Theodore R. Fisher, Otis W. Fosmo, Merrill D. Funk, John Gallentine, Weldon Gibson, Troy Goss, Dan E. Grant, William H. Griffin, Gilbert Halterman, James T. Hawkins Jr., B. J. Hayden, Kenneth H. Hayden, Werdie Helie, George A. Hood, Arthur G. Huddleston, Robert S. Huss, Sam Igyarto, William V. Jacob, Richard L. Jennings, Roland J. Jennings, Raymond B. Johnson, Woodrow Jolly, Jack Kaczor, W. H. Keil, James P. Kelly Sr., John K. Kovaciny, Frank C. Kunzweiler, Frank M. Landes, Paul Lopez, James H. Lyon, Maurice M. McCoy, C. L. McCraw, D. W. McEuen, Dale G. McKee, Samuel Macon, Willie W. Macon, Fred J. Maier, Kenneth B. Marquiss, F. B. Miller, John H. Miller, George W. Moore, Chester Munroe, Ira K. Nevling, Preciliano Orona, Leo L. Owens, Thomas Owens Jr., Hollis Parrish, L. E. Randolph, Sr., Reyes, Jesus F. Reyes, Frank W. Rickerson, William J. Roberts, Charles Rodocker, Bert Rogers, William E. Ryan Jr., Alexander Scialabba, Elmer J. Senk, Cecil Starkey, H. Beecher Stowe, Ted St. Pierre, Robert B. Thurman, Alf Tusberg, Cary L. Vaughn, Jack H. Walker, Luther Walker, Frank M. Wilson, Harvey L. Wood, Earl Young, Melvin L. Zolber; **35-year members** Elias Abacherli, Walter Ansel, George D. Atchison, Jesse M. Barnhart, Lonnie Barrier, L. Benson, Paul L. Betancourt, Herman Block, Loyd L. Boatright, Z. L. Boliek, J. C. Bourns, Frank Bridges, Deemal S. Brooks, Semion B. Buchanan, Pasquale Buglino, Joseph Campeau, J. S. Canoles, Conrad Chambers, Vernon H. Clemens Sr., Grant Cohick, Phillip Cruz. Alex M. Daily, M. L. Davis, Leonard DeLange, Joseph A. Duperron, Sam P. Edmondson, C. O. Evans, James R. Farris, John E. Farthing, Richard Fehrenbach, George J. Ferguson, Sam N. Finch Sr., Margil R. Flores, Carl Forbis, Raymond E. Fry, Carrall T. Furgerson, Cecil C. Furney, Arthur Garon, Amos A. Gatlin Jr., T. L. Graham, Elum Gray, Ernest E. Griffin, Roy W. Gwatney, John H. Hancock, Max W. Harmon, Claude L. Head, George Hopkins, Edwin L. Hornsby, Richard G. Humphries, James Hunter, Frank H. Imus, Andrew Johnson Jr., Robert H. Johnson, Max C. Jones, E. W. Kelley, Howey N. Kendall, Ralph E. King, Richard C. Klaus, Edgar E. Leidholt, S. M. Lopez, Gustave A. Lutz, Findlay J. McKay, Reid C. McKee, Clinton S. McNeely, Paul H. Mackzum, Manuel R. Madrid, Roy J. Malone, John C. Martin Sr., Harry E. Miller, John W. Miller, Merl C. Miller, Harold E. Minikel, Robert F. Moorshead, Howard Morris, Jack Names, Zack T. Norris, Herman J. Olson, Harold F. Onken, David Orona. Robert E. Patrick, Jesse G. Pepper, Loren T. Perce, W. F. Perkins, James M. Phillippi, Bernard Phillips, Hubert Phillips, Orley Philpott, Christo R. Pinard, Emmett L. Polee, R. E. Rasmussen, B. F. Reindel, George D. Reul, Henry F. Reyes, Manuel Reyes, Hilliard Rhoades, Ernest M. Richards, Gilbert Rios, Charles E. Roberts, Garland E. Rounsavall, Edward A. Salvini, Sr., H. W. Saveland, Dominick J. Sgambellone, Robert L. Shough, Sr., Eddie Skipper, Elmer W. Smith, Woodrow W. Smith, Leo E. Socha, Walter Sorenson, Barney M. Spranger, Walter J. Sprenger, Robert W. Stachura, Elden R. Stanton, Chester C. Steele, William A. Stephens, Dale E. Tarr, Paul M. Thibadeau, Sanford S. Thompson, Everett Thornton. William L. Thurman, Howard A. Trisler, W. C. Turner, Vincent Van Valer, Marcel D. Vernay, Robert Vitale, Joe P. Walker, John F. West, A. L. Whitworth, Leo Willhite, Aubrey L. Williams, Earl L. Williams, Howard J. Williams, Robert L. Wilson, James W. Wood, R. C. Worden, Billy J. Zastrow; **30-year Members** Roman M. Aguilar, Robert H. Anderson, August D. Andresen, Richard L. Arias, Earl E. Aubrey, Charles Auzenne, John M. Bakker, John L. Basay, Howard R. Blum, Charles A. Bodden, Harold E. Bogle, L. M. Booth, Cornelius Brinkman, Herman Broome, C. Francis Brown, Peter J. Brown Sr., Rosviell Brown, John A. Castillo, Leigh Cavanaugh, Luis A. Colunga, C. R. Cook, Olin L. Cordell, Ralph E. Cowan, Bart M. Crego, Ralph E. Creller, William S. Davis, Oscar Deibert, Sr., Jack Delaney, Theodore M. Denmark, Norman Dennett, Richard E. Dickerson, Delmar Dopler, Bill V. Doyle, Wayne C. Dunn, Nicholas J. Durst, Robert B. Dyer, Gerald T. Edwards, Roland C. Ellingson, Arlie J. Files, Jesus R. Flores, Robert Fredrickson, Samuel C. Frisby, Jr., Roy E. Gatts, James W. Gilliam, Sr., Frank E. Goodwater, Larry Gray Sr., Milliard Gream, Charles R. Greenup, Richard Gutierrez, Ben R. Hale, Arthur B. Hall, Arthur E. Hall, William L. Harvey, Sr., Paul W. Heldt, Johnny G. Hernandez, T. E. Johnson, Clifford L. Kelso, Sam Kennon, Clarence M. Ketterhagen, Joseph A. King, Elvest D. Knott, Charles Kretschmaier, Edward Lakey, G. L. Lane, Lester Lauritzen, E. W. Littlepage, Charles G. Love, Morris E. Lucky, James T. McCallister, Alford R. McCord, Joe Q. McKinnerney, Joe N. Martinez, Herbert A. Meek, Richard Meidlinger, Ernest Mendoza, Dale Messer, Walter C. Michael, Carl J. Miller, Odell O. Mitchell, Lawrence R. Moore, Bert E. Morgan, Fred A. Morris, Gene O. Morris, Earl S. Morrison, Charles E. Myers, Wilbur L. Myers, Virgil Oakleaf, Edward E. Onken, Charles J. Orf, Carl J. Owens. Arnold S. Palhegyi, Louis A. Palhegyi, Clinton E. Perdue, Sam R. Perea, Bert A. Peterson, Millard D. Platt, Chester A. Poe, Oscar Pool, Jerry D. Prather, Joe R. Priest, Gilbert Rangle, James O. Raymer, Phillip Redondo, William P. Reed, Jack H. Reeves, Walter A. Reierson, Russell E. Rhoda, James T. Rose, Willard H. Sams, A. L. Scott, Don B. Shelton, M. F. Shoemaker, Joseph C. Short, Sr., Paul Sissung, Albert L. Sossman, Carl E. Stellingburg, Gregory Stevens, Lloyd W. Stone, John H. Sund, Frederick A. Tetzlaff, M. M. Tilton, Mike Treadwell, John Ulman, Gioggio Vaccarella, William Vander Wall, Joseph Van Gese, Salvador C. Vasquez, Tony S. Vermillion, Eddie Vidargar, James B. Viero, Danny T. Vraa, Wallace Watson, James L. Wehr, Bert M. Weinmann, Joe D. White, Merle Willhite, Aaron C. Williams, Ezra Wolter, J. D. Wood, Thomas W. Wright, Lawrence Youngsma and **25-year members** Jules M. Auzenne, James O. Becker, Loyd K. Berna, Raymond V. Bianchi, Carl Boyer, James E. Boyer, Jimmy D. Boyer, Lloyd L. Bryant, Owen Buse, Kenneth Coffey, Eugene R. Cook, Jesse O. Cook, Jay W. Cooper, John E. Cosner, Darrell Curtis, William B. Davis, Elzie W. Dhabolt, Verla H. Formway, Walter H. Fundum, Howard K. Gandy, John Griffin Sr., J. A. Hamilton Jr., Joseph L. Hamilton, Luther E. Hammick, Jacob Harder, Lloyd C. Harter, Rodney N. Huff, Ronald Hufferd, William C. Jackson, John E. Jenkins, A. H. Knutson, Charles R. Kramer, Fernando Lerma, William H. Lerner, Arthur B. Lundstrom, David B. McConnell, Philip J. Mach, Warren D. Malone, Johnny L. Mehefko, Melvin M. Mortenson, William S. Nash, Ambrose S. Ornelas, Gleason Owens, William F. Patrick, Ivan O. Paulson, Chancy R. Pearce, Robert I. Phelps, Charles W. Piehler, David E. Poarch, Ralph E. Pohlers, James H. Pratt, Duane Radtke, William H. Radtke, L. A. Rodgers, Frank Rodriguez, Juan T. Rodriguez, William Ross, Paul L. Sampson, William H. Schultz, Alfred T. Seidenkranz, Oran Smith, Robert J. Smith, Wayne L. Spiva, Harry A. Stamp, Lyle F. Strayer, Francis G. Sydner, Sherman Taylor, John R. Tymchek, George Untied III, Walter W. Walker, Plez Wallen, Robert A. Williams, Frank J. Ydiando.

Greensburg, Pa.
Picture No. 1

GREENSBURG, PA.

At a recent banquet at the Greensburg Country Club, Local 462 awarded service pins to members with 25 or more years of service.

Picture No. 1 shows 25-year members, seated, from left: Raymond E. Henry and Donald J. Rugh.

Standing, from left: Weldon F. Livengood, Carl J. DeAngelo, John Hauser, Gafred "Bud" Shaffer, and Curtis Logan.

Picture No. 2 shows 30-year members, from left: Steven Zabkar, Jack Snyder, Clifford C. Menoher, and John Mollick.

Picture No. 3 shows 35-year members seated, from left: William Zabkar, George Popp, Jack T. Ficca, Albert Ruda, Earl Stein, Victor J. Vikartowky, Calvin M. Kerr, and William J. Horrell.

Standing, from left: Howard Pifer, banquet speaker and vice president of Minnotte Brothers; Robert P. Argentine, banquet speaker and executive business manager of the Western Pennsylvania District Council; Charles Wohler; John Bodner; Everett Brewer; Ralph Shirey; Robert Steiner; Charles May; and Robert Campbell.

Picture No. 4 shows 40-year members: Albert Hickok, left, and Donald Bush.

Picture No. 5 shows 45-year members: Ed Saxman, left, and Earl Cunningham.

Picture No. 6 shows Robert R. Campbell, left, receiving an award of merit for 34 years of dedicated service to the local as recording secretary. Presenting the award is George E. Masarik, Local 462 officer and banquet committee member.

Greensburg, Pa.—Picture No. 2

Greensburg, Pa.
Picture No. 4

Greensburg, Pa.
Picture No. 5

Greensburg, Pa.
Picture No. 6

Greensburg, Pa.—Picture No. 3

Redbank, N.J.—Picture No. 1

Redbank, N.J.—Picture No. 2

RED BANK, N.J.

Members of Local 2250 gathered over the Christmas holidays for their annual pin presentation to those with longstanding service to the UBC.

Picture No. 1 shows 25-year members Paul Moffler, left, and Robert Murray.

Picture No. 2 shows 60-year member Michael Daly, center, with Business Representative James A. Kirk, left, and President Phillip Parratt.

Also honored but not pictured were: **60-year members** Roger Wymbs, Adolph Johnson, Grahm Rockafellow, and Felix Settembre; **55-year member** Charles Unger; and **25-year members** Neil Baxter Jr., Fred A. Behr, Howard Folbrecht, Harry Hurley, Donald A. Kornek, James P. Murray, and Robert P. O'Connell.

ROCHESTER, MINN.

At Local 1382's Christmas party, 17 members were awarded pins for longstanding service to the Brotherhood.

Picture No. 1 shows 30-year members, from left: Alger Johnson, Kendale Schacht, and Marvin Luckow.

Picture No. 2 shows 35-year members, from left: Godfrey Luck, Norbert Rivers, Donald Podolske, and Lorenze Schieck.

Picture No. 3 shows 40-year member Robert Ferguson.

Members receiving pins but not pictured are as follows: **30-year member** Chester Tenley; **35-year members** Paul Bartz, Irvin Berg, Vernon Frederickson, George Ihrke, Oliver Olson, Raymond Pfeiffer, and Lawrence Shaw; and **40-year member** Andrew Haughland.

Rochester, Minn—Picture No. 1

Rochester, Minn.—Picture No. 2

Picture No. 3

Madison, N.J.—Picture No. 1

Madison, N.J.—Picture No. 2

Madison, N.J.—Picture No. 3

Madison, N.J.—Picture No. 4

MADISON, N.J.

Service pins for members with up to 60 years of service were recently awarded by Local 620.

Picture No. 1 shows members, from left: Tony Pennucci, 57 years; Business Manager George Laufenberg; Louis Ramsey, 60 years; and Oscar Tonnesen, 60 years.

Picture No. 2 shows members, from left: Sigwald Rolfsen, 45 years; Lewis Ramsey, 60 years; Business Manager Laufenberg; Tony Pennucci, 57 years; and Joseph Petrone, 48 years.

Picture No. 3 shows members, from left: Business Manager Laufenberg; Harold Randolph, 49 years; Eugene Marian, 45 years; Anthony Terono, 48 years, Sabato Marconi, 46 years; Edmund Jurasinski, 49 years; and Thomas Small, 48 years.

Picture No. 4 shows 25-year members, front row, from left: Peter L. Pennella, Michael E. Loury, Michael A. Petrone, John M. Arsi, and Frank Brincka.

Back row, from left: Anthony Pazienza, Pat Matthew Rocco, William J. Cunningham, John Astrab, Business Manager Laugenberg, Edward Kudlacik, John Buttacovoli, Herman C. Waetge, and Grant W. Nye.

Also receiving pins but not present for photos were **25-year members** Charles A. Cheek, Willard Francisco, Caniel L. Pallotta, Vincent J. Pallotta, Norman H. Schroeder, Richard W. Small, and John J. Youhas; and **45 through 49 year members** James Ginocchio, Whittier Mossett, Robert Nearpass, Raymond Swayze, James Callari, Clifford Egbert, Harold Flucht, John Hetherington, William Murray, Wilbert Olson, and Frank Toth.

Winnipeg, Man.

St. John's, Nfld.

WINNIPEG, MAN.

Local 343 recently held its 98th anniversary banquet and presented pins to members with 20 to 45 years of service.

Pictured are, front row, from left: 45-year member Albert Roy; 40-year member Enoch Overgaard; and 35-year members R. H. Zeemel, John Andrushko, Adolf Robert, Donald Plowman, and Andre Daeninck.

Back row, from left: 25-year member Frank Thomas; and 20-year members Ronald Blonski, Roger Comeau, George Engel, Glen Erskine, Ferdinand Kopeschny, Oleska Warwaruk, Theo Perraault, and Frank Niznowski.

ST. JOHN'S, NFLD.

Local 579 recently held a banquet in honor of its 35-year members. Thirty-two qualified for the presentation, ranging in age from 64 to 86 years. Speaking to the gathering was Local President Cyril Troke, Vice President Vincent Burton, and International Representative Gonzo Gillingham, who reminded those present that it it weren't for the efforts of trade unionists, society would not be enjoying the kind of health care, pensions, and old age security that we enjoy today."

Pictured are, front row, from left: Thomas Hann, Wilfred Vincent, Pearce Bradly, Benjamin Windsor, and Jesse Way.

Back row, from left: Arthur Badcock, Edward Dalton, Silar Broderick, Randell Chislett, Samuel Crewe, Philip Oliver, Charles Hampton, Rober Seymour, and Peter Tucker.

Also receiving pins were George Austin, Fred Bailey, Archibald Barrett, John Bradbury, Albert Bussey, Eldon Gray, John Hawe, Vincent Hearty, Harrison Hillier, Leo Kinsella, William J. Molloy, Herbert Mulley, Lewis Parsons, Leonard Peach, Claude Ralph, Peter Robbins, George Fred Smith, and John F. Walsh.

IN MEMORIAM

The following list of 1,138 deceased members and spouses represents a total of $2,004,548.44 death claims paid in January, 1984; (s) following name in listing indicates spouse of members

Local Union, City

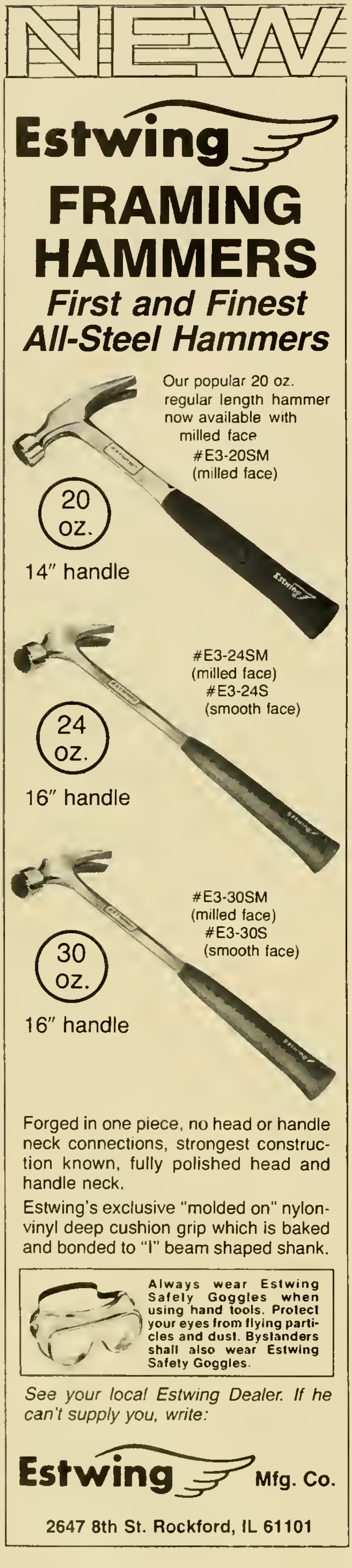
1 **Chicago, IL**—Mark Arthur Rhodes.
4 **Davenport, IA**—Arthur Eastin, Joseph Bernauer
6 **Hudson County, NJ**—John B. DeRosa Morton O. Press
7 **Minneapolis, MN**—Clifford Warfield Helen F. Dudo (s), Joseph Larson, Robert Stake.
8 **Philadelphia, PA**—Francis J. Hilt, Margaret C. Heulings (s).
11 **Cleveland, OH**—Jerry Sourek, Jr., Nancy C. Sobole (s).
12 **Syracuse, NY**—Carmen Grandinetti.
13 **Chicago, IL**—Margaret Moran (s).
15 **Hackensack, NJ**—Alexander B. Fafara, Carmino Guimara, Harry Lutz, John Monroe, Joseph Del Vecchio, Marinus Griep, Orrie K. Tanis.
18 **Hamilton, Ont. CAN**—Frank O. Haley, Mirko Buric.
20 **New York, NY**—Ellen Olson (s).
22 **San Francisco, CA**—Albert Wyrsch, Evelyn G. Brandenberg (s), Everett Davis, Iver Nelson, Nick J. Rudometkin, Paul Mannoni, William Remmy.
24 **Central, CN**—George Studwell, Lillian Kamb (s).
25 **Los Angeles, CA**—Emil De Laere, Harold Tayson, Rudolph Brown, Sabina Anne Prior (s).
27 **Toronto, Ont. CAN**—Henny Anna Allerellie (s), Sophia DeWilde (s).
31 **Trenton, NJ**—Andrea Costantino.
33 **Boston, MA**—Elizabeth B. Walker (s), Louis Shapiro, William J. Belliveau.
34 **Oakland, CA**—John P. Sliney, Phyllis Eileen Vosburgh (s).
35 **San Rafael, CA**—George Canby, Robert E. Cox.
36 **Oakland, CA**—Carrol O. Martin, Donald E. Marshall, Joseph Roy Norskog.
42 **San Francisco, CA**—Michael W. Reis, Unto Theodore Haapakoski.
43 **Hartford, CN**—Edward Lasky.
47 **St. Louis, MO**—Earle L. Bunte.
49 **Lowell, MA**—Gerald B. Daigle.
50 **Knoxville, TN**—Collier Edmonson, Everett Seals, Ida Louise DeWine (s), James E. Clark, Joseph E. Mays, Margie Lee Guffey Kelly (s), Maxwell Earl Goss, Robert R. Wood.
53 **White Plains, NY**—Herman Mulgrave.
54 **Chicago, IL**—Sylvia Leirvik (s), William G. Schoenborn.
60 **Indianapolis, IN**—Charles L. Kepner, Ray Perdue.
61 **Kansas City, MO**—Alfred E. Keehler, Dwight N. Scott, Kenneth L. Bolinger, Robert H. Lewis, Robert V. Grubb, Stella M. Phillips (s).
62 **Chicago, IL**—Albert C. Larson, Anna M. Nelson (s), Clare H. Carlson.
64 **Louisville, KY**—Fred Ottersbach, Jr.
65 **Perth Amboy, NJ**—Steve A. Munyak.
66 **Olean, NY**—Charles Schoening, Paul E. Booth.
69 **Canton, OH**—Marion W. Mehl.
74 **Chattanooga, TN**—Grace Lusk (s).
76 **Hazelton, PA**—Ralph Seppi, Thelma A. Thamarus (s).
77 **Port Chester, NY**—August Longo.
80 **Chicago, IL**—Alfred A. Kiddie, Emil' Olson, Margaret D. Wales (s), Marjorie Rowena Bowen (s), Toivo A. Piippo.
81 **Erie, PA**—Glenn Davis.
83 **Halifax, NS CAN**—Edward Joseph Hebert.
85 **Rochester, NY**—Francesco S. Didonato, Myron L. Bedette, Peter Ferstead.
94 **Providence, RI**—Agnes E. Conway (s).
98 **Spokane, WA**—Edward L. Sanderson, Nora Fern Hastings (s).
101 **Baltimore, MD**—George D. Dean, Joseph Goldstein, Philomene Barchet (s), Walter V. Babington.
102 **Oakland, CA**—Allen L. Moore, Judson L. Eager, Richard Rochelle.
104 **Dayton, OH**—Azel W. Uhl.
105 **Cleveland, OH**—Jacob Yelcho.
106 **Des Moines, IA**—John Neal.
111 **Lawrence, MA**—Charles W. Drouin, Patricia T. Danko (s).
114 **East Detroit, MI**—Anthony J. Wyrembelski, Earl P. Trinkaus.
118 **Detroit, MI**—Elmer Henning, Evander H. Holmes, Harry Frazis.
122 **Philadelphia, PA**—Raymond Myers, Thomas Sobusiak.
128 **St. Albans, WV**—Jay W. Conklin.
131 **Seattle, WA**—Earl R. Eastwood, Lynn F. McIntyre, Oscar F. Johnson.
132 **Washington, DC**—Lyall V. Knupp, Richard H. Beall, Thomas F. Clancy.
133 **Terre Haute, IN**—Bernice Taylor (s), Freeman Stewart.
135 **New York, NY**—Leon Mitchell, Rubin Mattson.
142 **Pittsburgh, PA**—John K. Creasy.
144 **Macon, GA**—Earle Lester Horne.
155 **Plainfield, NJ**—Joseph Johnson, William Wickett.
159 **Charleston, SC**—Henry L. Ackerman.
165 **Pittsburgh, PA**—Anthony J. Marcellino, William R. Bleil.
171 **Youngstown, OH**—Adolph Sandin, DeWitt Nutt, Elizabeth Eileen Schlabaugh (s).
174 **Joliet, IL**—Wayne L. Walters.
180 **Vallejo, CA**—James E. Lund.
181 **Chicago, IL**—James F. Panter.

Local Union, City

182 **Cleveland, OH**—Elmer G. Simmerer, Henry Scholtz, Martin E. Dziak, Michael J. Ramunni.
184 **Salt Lake City, UT**—Edna J. Emmertson (s), Marthis F. Lawson, Mason S. Webb.
186 **Steubenville, OH**—Vivian Geretta Settle (s).
188 **Yonkers, NY**—William Baker.
195 **Peru, IL**—Paul J. Campeggio, Thomas Hollenback.
198 **Dallas, TX**—H. L. Scroggins, Kyle E. Eaves, Maxine Sink (s).
199 **Chicago, IL**—Edmond Styne, Fred O. Peters, John Bertotti, John Person, Joseph Shovey, Leo Walter Lewandowski, Rose Milyasevich (s), Tage E. Flodin, Walter Fred Mackintosh.
200 **Columbus, OH**—Charles H. Montgomery, Claude Sheets, Dewey Overmire, Gladys Geraldine Poling (s).
201 **Wichita, KS**—Delvenia G. Birsh (s), James Payton, Raymond C. Owens.
203 **Poughkeepsie, NY**—Thomas E. Bond.
208 **Des Moines, IA**—Dustin C. Brown.
210 **Stamford, CN**—Alexander Munro, Cora Shaughnessy (s), Joseph Drouin, Salvatore Messina.
211 **Pittsburgh, PA**—Joseph Pickel.
213 **Houston, TX**—Alfred Groba, Cecil Wann Kelly, Evelyn L. Pinson (s), William Harris.
225 **Atlanta, GA**—William Frank Turner.
230 **Pittsburgh, PA**—Henry L. Commander, Robert G. Neal.
246 **New York, NY**—Luigi Sette.
247 **Portland, OR**—Daniel Dale Timmins.
254 **Cleveland, OH**—Beverly D. Futey (s), Loretta Dyarmett (s).
255 **Bloominghurg, NY**—Roy C. Yanwagner.
256 **Savannah, GA**—Jesse A. Ashmore.
257 **New York, NY**—Veronica Brier (s).
264 **Milwaukee, WI**—Robert P. Jach.
265 **Saugerties, NY**—William Sagar.
272 **Chicago Hgt, IL**—John D. Zander.
275 **Newton, MA**—Henry Belliveau.
278 **Watertown, NY**—Harry Timmerman.
280 **Niagara-Gen & Vic, NY**—Joseph Godino.
281 **Binghamton, NY**—George Hamilton, Laverne Whitmore, Michael Senko.
297 **Kalamazoo, MI**—Carlton Holly, Rudolf Neumeier.
313 **Pullman, WA**—John J. Perry.
314 **Madison, WI**—Frank Holan.
316 **San Jose, CA**—James B. Gibson, John R. Wilson, Manuel Fernandes, Peter Hutchison, Stella E. Watson (s).
317 **Aberdeen, WA**—Victor Anderson.
319 **Roanoke, VA**—Wilbur L. Mullins.
329 **Oklahoma City, OK**—Cecil Ray Taylor, Clyde J. Gentry, Edith Mae Modena (s), Ewell Adrian Buckley.
345 **Memphis, TN**—Buford C. Walding, Hugh Mitchell, John T. Lyon, Leroy Jordan.
347 **Mattoon, IL**—James W. McComas, Reuben P. Gilbert.
348 **New York, NY**—Anton Bumburger.
350 **New Rochelle, NY**—Louise Dinapoli (s).
359 **Philadelphia, PA**—Joseph A. Kelly.
370 **Albany, NY**—Angelo D. Sano.
374 **Buffalo, NY**—William Ziolkowski.
377 **Alton, IL**—John E. Long, Levi Hauversburk.
388 **Richmond, VA**—Marshall W. Tate.
393 **Camden, NJ**—Anne S. Cooey (s), Bertha E. Temple (s).
400 **Omaha, NB**—Paul E. Otto.
403 **Alexandria, LA**—Jerome Labro, Lonnie D. Reynolds.
404 **Lake Co, OH**—Clemence W. Moreland.
407 **Lewiston, ME**—Marie Anna Perron (s).
410 **Ft. Madison & Vic, IA**—Vernon Hetherington.
413 **South Bend, IN**—John W. Knepple, Wilma G. Snyder (s).
415 **Cincinnati, OH**—Charles Fichter, Clyde Mullins.
417 **St. Louis, MO**—Sam Singleton.
422 **New Brighton, PA**—Edward E. Young.
424 **Hingham, MS**—Esther Gorachy (s), Gerald Penney.
433 **Belleville, IL**—Harvey Ohlendorf, William S. Weitkamp.
452 **Vancouver, BC CAN**—Knut Peterson.
453 **Auburn, NY**—Frank Riccio.
454 **Philadelphia, PA**—Edith G. Duncan (s), Peter W. Costello.
458 **Clarksville, IN**—Emma Lottich Snider (s).
465 **Chester County, PA**—Thomas DeHaven.
469 **Cheyenne, WY**—Wayne S. Kelly.
470 **Tacoma, WA**—Bertha Oquist (s), Howard A. Jensen, Kenneth L. Swenson.
472 **Ashland, KY**—Labe W. Sexton.
483 **San Francisco, CA**—Carl Gustafson.
503 **Lancaster, NY**—Alvin K. Winter.
512 **Ann Arbor, MI**—Catherine Francis Sharp (s), John W. Bird.
532 **Elmira, NY**—Elbert T. Wilson, Sada L. Davis (s).
543 **Mamaroneck, NY**—Anthony Macri, Sr.
550 **Oakland, CA**—Delbert Kisner, Robert O. Sachs, True Protzman.
563 **Glendale, CA**—Charles R. Good, Edwin D. Peters, Sr., Vera Shearin Loaney (s).
573 **Baker, OR**—Clifford D. Bowen.
576 **Pine Bluff, AR**—Herbert H. Coats.

Local Union, City

586 **Sacramento, CA**—Charles J. Hardy, Glenn E. Lotspeich.
603 **Ithaca, NY**—Zane J. Nash.
610 **Port Arthur, TX**—Chester Paul Thompson, Lizay Romero.
611 **Portland, OR**—Richard Travis, Sr.
613 **Hampton Roads, VA**—Velna Lucy Moorefield (s).
620 **Madison, NJ**—John Toye.
621 **Bangor, ME**—Eathel F. Rowe, Josephine Rancourt (s), Rita Dumais (s).
623 **Atlantic County, NJ**—John N. Garner, Oscar Hilton, Peter Guinasso.
624 **Brockton, MA**—Eric Lindfors.
626 **Wilmington, DE**—Anesta J. Thornburg (s), Clifford B. Mowbray.
627 **Jacksonville, FL**—Annie G. Chitty (s), Artie P. Boyette, Raymond V. Bowen.
633 **Madison, IL**—Leona D. Stockert (s), Steve George Kaman.
634 **Salem, IL**—Elza Greenwood.
638 **Marion, IL**—Clarence Ward Severs, Hobert William Forby, John William James.
639 **Akron, OH**—Mike Postak, Willie L. Sosebee, Sr.
641 **Fort Dodge, IA**—Ernie Owen McGruder.
654 **Chattanooga, TN**—Samuel Ben Davis.
665 **Amarillo, TX**—Donald A. Pace, Vernon C. Bray.
668 **Palo Alto, CA**—Finis E. Vaughn.
678 **Dubuque, IA**—Clarence G. Miller.
682 **Franklin, PA**—Kenneth Sibble.
690 **Little Rock, AR**—Edwin Doyle Spann.
696 **Tampa, FL**—Mark C. Riggs.
701 **Fresno, CA**—Donald Lips, Virgil F. Moore.
710 **Long Beach, CA**—George P. Rasmussen, John H. Witham, Marvin R. Anderson.
721 **Los Angeles, CA**—Beate Maria Schumacher (s), Ignacio Duran, John Rufer, Leo Opheim, Margarita Raussa Sanchez (s).
724 **Houston, TX**—Wayne V. Barnett.
725 **Litchfield, IL**—Hasiel F. Percival.
726 **Davenport, IA**—Helen J. Garlock.
735 **Mansfield, OH**—Howard Vantilburg.
738 **Portland, OR**—Sigurd Backstrom, Stanley E. Stewart.
739 **Cincinnati, OH**—Harold Lewetch, Manford Fee.
743 **Bakersfield, CA**—Maryellen Newman (s).
745 **Honolulu, HI**—Makoto Kawata, Patrick Minoru Sakoguchi, Sadaji Uesugi.
753 **Beaumont, TX**—Lonnie Seaman.
758 **Indianapolis, IN**—Goldman B. Hill.
764 **Shreveport, LA**—Erle W. Harris, Hazel C. Logan (s).
772 **Clinton, IA**—Joseph Lind.
780 **Astoria, OR**—Herbert N. Braley, Robert H. Keith.
783 **Sioux Falls, SD**—Martin Nyhaug, William J. Hoare.
801 **Woonsocket, RI**—Lea G. Clement (s).
820 **Wisconsin Rapids, WI**—Lawrence Joosten, Marjorie Voneinem (s).
848 **San Bruno, CA**—Margaret Masters (s), Virgil Micke.
857 **Tuscon, AZ**—Arlie H. Hammil, Arthur C. Goubeaux, Louis S. Robinson.
889 **Hopkins, MN**—Clarence Thompson.
900 **Altoona, PA**—Vern M. Gathagan.
902 **Brooklyn, NY**—Enrico Gasperetti, Sarah Serkin (s).
906 **Glendale, AZ**—Carl H. Johnson.
911 **Kalispell, MT**—Harold Chickering.
916 **Aurora, IL**—Donald W. Morris, Herman Pittman.
944 **San Bernardino, CA**—Charles D. Prograce, Elzie W. Dhubolt.
951 **Brainerd, MN**—Fridthjof W. Pedersen.
953 **Lake Charles, LA**—George Richard Reeves.
958 **Marquette, MI**—Thelma Eleanor Syrjanen (s).
959 **Boynton, FL**—Donald H. Wilton.
964 **Rockland County, NY**—Frank S. Ragalyi.
971 **Reno, NY**—Elvin E. Olds, George Franklin Rogers, James Leland Rosevear.
977 **Wichita Falls, TX**—Glen D. Jones.
998 **Royal Oak, MI**—Earl Hodges, Stephen Thomas.
1001 **N. Bend Coos Bay, OR**—Hiram Elias Roe.
1006 **New Brunswich, NJ**—Raymond E. Totten, Sr.
1014 **Warren, PA**—John Edward Naegeli.
1015 **Tulsa, OK**—Billy Wayne Martin.
1022 **Parsons, KS**—Howard Peak.
1027 **Chicago, IL**—Dan Ostrow, Ernest Kaye, Evelyn Shalvis (s), Vlastimer Jovanovic.
1050 **Philadelphia, PA**—Bryon Stalnecker.
1052 **Hollywood, CA**—Clementine Jacqueline Wagner (s), Herbert H. Frizell.
1053 **Milwaukee, WI**—Eugene Kozikowski, Henry Stapelfeldt, Walter W. Behrens.
1062 **Santa Barbara, CA**—Cecil J. Wolfe.
1074 **Eau Claire, WI**—Afner H. Olson, Clarence A. Depew.
1078 **Fredericksburg, VA**—Thelma Marie Jenkins (s).
1084 **Angleton, TX**—Annie Lou Borders (s).
1089 **Phoenix, AZ**—Roy L. Morris.
1091 **Bismarck Mandn, ND**—John P. Parker.
1098 **Baton Rouge, LA**—Denver McCallister, Malcolm A. Walton.
1102 **Detroit, MI**—Leonard P. Cashen.
1108 **Cleveland, OH**—Lester Schmidt.
1120 **Portland, OR**—Adolph E. Vogele, Ralph D. Gabel.
1121 **Boston Vicinity, MA**—Charles F. Carr.
1125 **Los Angeles, CA**—Marie Evelyna Benedict (s), Otto Johnson.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(smooth face)

30 oz.

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1138 **Toledo, OH**—Lawrence H. Williams.
1140 **San Pedro, CA**—Gustav Beuker, Philip Florine.
1145 **Washington, DC**—Max R Huhn
1147 **Roseville, CA**—Dorothy Mae Ira (s), Earl Leighty, Eugene Kaufman.
1149 **San Francisco, CA**—David Herman, Jacob Sacovitch, Walter Liljeblad
1151 **Thunder Bay, Ont., CAN**—Peter Danek.
1155 **Columbus, IN**—Eugene McKinney.
1159 **Point Pleasant, WV**—Homer A. Kuhl.
1160 **Pittsburgh, PA**—Anna K. Weigand (s).
1164 **New York, NY**—Adam Bauer, Frank Dubiel.
1171 **Shakopee, MN**—William A. Gerth.
1172 **Billings, MT**—Richard Hanna.
1185 **Chicago, IL**—Albert R. Zibell, William T Hambach
1187 **Grand Island, NE**—John H. Ulrich.
1194 **Pensacola, FL**—Willie Allen.
1207 **Charleston, WV**—Mattie B. Samples (s).
1222 **Medford, NY**—Chester Rhodes, John Blake, Jr
1227 **Ironwood, MI**—Elmer Forslund.
1235 **Modesto, CA**—James W. Urbin.
1251 **N. Westminster, BC, CAN**—Alice Dorothy Wilson (s), Alma Harriet Priebe (s).
1260 **Iowa City, IA**—Atherton Dwight Beasley.
1266 **Austin, TX**—Vernon W Kelley.
1274 **Decatur, AL**—Marshall E. Chandler
1275 **Clearwater, FL**—Irene Grauman (s).
1280 **Mountain View, CA**—Homer Mahan, Martin H. Gehrke.
1281 **Anchorage, AK**—Cecil F. Burk, Richard T. Breeden
1292 **Huntington, NY**—Ernest B. Olsen, Robert Hammill.
1296 **San Diego, CA**—Howard O. Green, Jess L. Veazey, Ruth Lane (s), Shelton Buchanan
1300 **San Diego, CA**—Jesus E. Cardenas.
1302 **New London, CT**—Doris M. LeClair (s).
1305 **Fall River, MA**—Belmyra Machado (s), Donald S. MacMullen, Joseph Bastarache.
1307 **Evanston, IL**—Elizabeth Retzinger (s).
1308 **Lake Worth, FL**—Dessie M Wagner (s), Dorothy A. Matson (s), Irvin R. Childs.
1319 **Albuquerque, NM**—Arthur D. Michael, Jerry Morgan.
1323 **Monterey, CA**—Paul Raymond.
1329 **Independence, MO**—William H. Burkhart.
1353 **Sante Fe, NM**—Filadelfio Miera, Jose Morgas.
1359 **Toledo, OH**—Melvin Long.
1361 **Chester, IL**—Fred J. Bueckman.
1365 **Cleveland, OH**—Anthony J. Stack.
1368 **Seattle, WA**—Earl Beyers.
1400 **Santa Monica, CA**—Constantino Cordone, Paul F. Terlizzi.
1402 **Richmond, VA**—Roscoe D. Hunley.
1407 **San Pedro, CA**—Julian Sedillo.
1412 **Paducah, KY**—Frank E. Korte.
1419 **Johnstown, PA**—Frank Yosie, Robert E. Miller.
1437 **Compton, CA**—Richard Rhodes, Sr.
1445 **Topeka, KS**—Rennie Richa, William L. Jones.
1449 **Lansing, MI**—Harold L. Byrd, Theodore Battin
1452 **Detroit, MI**—Henry Radziszewski.
1453 **Huntington Beach, CA**—James A. White.
1456 **New York, NY**—Andrew Osterberg, Jack Zucker, Norman Jensen
1485 **La Porte, IN**—Edward Keenan, Harry E. Dwight.
1489 **Burlington, NJ**—Herman E. Strickland.
1497 **E. Los Angeles, CA**—Harry Kazarian.
1507 **El Monte, CA**—Benjamin L. Richards, Darwin H. Hunter, Donald B. Calvin, Herbert Graham, John Kraayenbrink, Jose Esparza, Raymond Stabile, Walter S. Wika.
1529 **Kansas City, KS**—Lotus M. Thornton.
1536 **New York, NY**—Camillo Dalleva, Elizabeth Diorio (s), Gus Butler.
1553 **Culver City, CA**—Hettie Lucille Matthews.
1581 **Napoleon, OH**—George Walker.
1583 **Englewood, CO**—Arturo Ruiz, Robert S. Ewbank.
1585 **Lawton, OK**—Benjamin W. Howard, Paul Flick, Sr.
1587 **Hutchison, KS**—Orval Deffenbaugh, Vernon E. Becker.
1590 **Washington, DC**—George C. Brown, James W. Schwalenberg.
1594 **Wausau, WI**—Walter Griggel.
1596 **St. Louis, MO**—Herbert Gerber
1597 **Bremerton, WA**—Floyd J Williams
1599 **Redding, CA**—Wanda Whitman (s)
1607 **Los Angeles, CA**—Edward W. Miller, Jeffrey L. Smith.
1615 **Grand Rapids, MI**—Floyd A. Wilson, Jacob J Pruis.
1622 **Hayward, CA**—Florence F Forwood (s), George I. Potter, Helen L Harding (s), John W. Combs, Leo Schoenborn, Vernon Hoffman, William P. Brasiel.
1632 **S. Luis Obispo, CA**—Charles B. Atwood, Gordon E. Ward
1644 **Minneapolis, MI**—Ansel C Jorgenson, Evall C. Larson, Obert N. Metvedt.
1665 **Alexandria, VA**—Jack F. Graham
1669 **Ft. William, Ont., CAN**—Frances Urquart Pesheau (s).
1673 **Morganton, NC**—Homer C. Abernathy.
1689 **Tacoma, WA**—Francis Piva, Richard Elrod.
1693 **Chicago, IL**—Kurt Latour.
1699 **Pasco, WA**—Edith Dolsby (s).
1708 **Auburn, WA**—Delbert E. Gilbert, Haskel L. Davis.
1715 **Vancouver, WA**—Bert V Homes, Mary Pearl Thompson (s).
1734 **Murray, KY**—Clara Brandon (s).
1739 **Kirkwood, MO**—Constance D. Bangert (s), Nancy N McKinney (s).
1741 **Milwaukee, WI**—Harold Peck, Raymond A Noggle.
1746 **Portland, OR**—Alice F Franco (s).
1759 **Pittsburgh, PA**—Gilbert L. Aul.
1765 **Orlando, FL**—Frank Cochrane.
1780 **Las Vegas, NV**—George Clifford Kemple

Local Union, City

1789 **Bijou, CA**—Frank Albert Wruble.
1797 **Renton, WA**—Gloria Millar (s).
1811 **Monroe, LA**—Joseph William West.
1815 **Santa Ana, CA**—Merle Ashley Traslavina (s), Percy C. Clark, William Lefner
1816 **Plymouth, IN**—James Leroy Coplen, Sr.
1822 **Fort Worth, TX**—Grady B Harris, Howard Milton Singleton, Rufus Lester Leggett, Sr., Sue F. McKinney (s).
1823 **Philadelphia, PA**—Charles Sieber.
1845 **Snoqualm Fall, WA**—Louis Glen McDivitt, Wendell L. Hutchins.
1846 **New Orleans, LA**—Alonzo T. Stanga, Amy L. Spellman (s), Annette Delancy (s), Arledge H Ashbey, Sr., Camille O. Authement, Faustin P. Bellow, Pauline Mathies (s), Vernon P. Williams.
1849 **Pasco, WA**—Cal Causey, Charles Peters, Frank A. Osborne.
1865 **Minneapolis, MN**—Joseph D. Deibler, Luella M. Goede (s).
1871 **Cleveland, OH**—George T. Neforos.
1889 **Downers Grove, IL**—Ezra J. Ponder, John Devereux, Patrick John Lynn, Paul T. Conrad, Pete Bonarek, Thomas Barr, Wyate H. Stokes.
1896 **The Dalles, OR**—John M. Moore, Lloyd J. Jacobson.
1897 **Lafayette, LA**—Eddie Babineaux.
1911 **Beckley, WV**—Charles W. Howell.
1913 **Van Nuys, CA**—Arthur M Carsrud, Bernice H. Monroe (s), Toivo P. Sihvonen.
1921 **Hempstead, NY**—Henry Betz, Louis M. Miller
1927 **Delray Beach, FL**—Archibald M. Crichton.
1929 **Cleveland, OH**—Charles D Enzor
1946 **London, Ont., CAN**—Lloyd Jamieson.
1947 **Hollywood, FL**—Arthur T Arneson.
1961 **Roseburg, OR**—William Morris Polmateer.
1978 **Buffalo, NY**—Alice Marie Duffy (s).
2006 **Los Gatos, CA**—Darrol D. Deluca, Vernon O. Walker.
2018 **Ocean County, NJ**—Clarence E. Allerton.
2046 **Martinez, CA**—Howard Flory, Iva Lee Woods (s), Louis H Kolling.
2049 **Gilbertville, KY**—Flossie M. House (s).
2073 **Milwaukee, WI**—Bernard Bergmann, Henry Brzezinski.
2076 **Kelowna, B.C., CAN**—Pietro Agostino Creta.
2078 **Vista, CA**—Eloise B. Bonney (s).
2093 **Phoenix, AZ**—Merle Church.
2101 **Moorefield, WV**—Junior Thomas Funk (s), Ralph Dwight Alt (s).
2114 **Napa, CA**—Charles Franklin Hatmaker.
2127 **Centralia, WA**—Herbert O. Wirkkala.
2155 **New York, NY**—Samuel Frydman.
2158 **Rock Island, IL**—John H. Booth
2203 **Anaheim, CA**—Frances E. Fordyce (s), George Berger, Veryl Glenard Foft
2209 **Louisville, KY**—Cecil E. Moore, David Eskridge.
2217 **Lakeland, FL**—William Eugene Bridges.
2232 **Houston, TX**—Josie Lee Feazle (s).
2250 **Red Bank, NJ**—Edith Johnson (s).
2258 **Houma, LA**—Felix Clement.
2287 **New York, NY**—Bernard Rakofsky, Louis Krebs, Theresa E. Souran (s), William Finkelstein
2291 **Lorain, OH**—James E. Conley.
2308 **Fullerton, CA**—Wayne A. Perry.
2310 **Madisonville, KY**—Roger D. Travis.
2311 **Washington, DC**—George Kincaid, Horacio Artiga.
2317 **Bremerton, WA**—Jack D Houghton.
2361 **Orange, CA**—Jimmy Wayne Atwell.
2371 **Cambridge City, IN**—Waldron Robinson.
2375 **Los Angeles, CA**—Lulu Margaret Smith (s).
2398 **El Cajon, CA**—Elmer Krueger.
2404 **Vancouver, B.C., CAN**—John David Yoell.
2430 **Charleston, WV**—James B. Smithers.
2435 **Inglewood, CA**—William L. Jackson
2456 **Washington, DC**—James D. Conroy.
2471 **Pensacola, FL**—Robert S. Bell.
2493 **Quesnel, B.C., CAN**—Hjalmar Holm.
2519 **Seattle, WA**—Cora Bell Cozy (s), Hans Ramcke.
2608 **Redding, CA**—Eugene C. Martin
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2696 **Milford, NH**—Edmund Romagnoli.
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3038 **Bonner, MT**—Robert Rees, Wallace Cantrell.
3074 **Chester, CA**—John Sloan.
3088 **Stockton, CA**—Rodney S. Von Fletcher, Wilfred James Ferris (s).
3091 **Vaughn, OR**—Francis Garner Armstrong, William E. Hawkins.
3148 **Memphis, TN**—Willroy Hanna.
3161 **Maywood, CA**—Albert Rubalcava, Frank Krause.
7000 **Province of Quebec, Local 134-2**—Joseph Bibeau, Marie Luce Murielle Savard (s).

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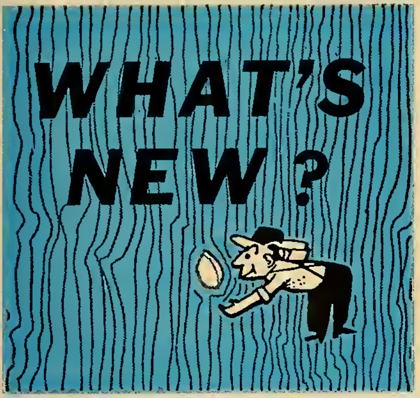

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HEAT-COOL GUIDE

A comprehensive guide to the Plen-Wood system, an underfloor heating and cooling system that reduces construction costs, saves energy, and provides more comfortable living and working environments is available from the American Plywood Association (APA) and other wood products associations.

The 36-page brochure, entitled *The Plen-Wood System*, was produced jointly by the five member associations of the Wood Products Promotion Council—APA, American Wood Council, National Forest Products Association, Southern Forest Products Association, and Western Forest Products Association.

Based on a concept that is as old as the ancient Romans, the Plen-Wood is a simple, yet effective heating and cooling system. Instead of heating and cooling ducts, the entire underfloor space is used as a sealed plenum chamber from which warm or cool air is uniformly distributed by a downflow furnace through floor registers to the rooms above.

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The Plen-Wood can cut construction costs because it eliminates or reduces the need for HVAC supply ducts and foundation insulation. It can reduce energy consumption because it distributes conditioned air more uniformly for greater comfort at lower thermostat settings. And it provides added comfort through the warmth and resiliency of wood floors versus the cold, hard surfaces of concrete slabs. Other benefits and advantages of the system include improved salability, design freedom, reliability, clean and dry underfloor areas, and familiar construction techniques and materials.

The brochure covers complete design and construction recommendations, including site preparation, drainage, footings and foundations, plumbing and wiring, sealing requirements, insulation, decay and termite protection where required, floor construction, fire safety, passive solar design features, and HVAC requirements. Also included are appendices on cost and performance studies.

For a free single copy of *The Plen-Wood System*, Form K300, write the American Plywood Association, P. O. Box 11700, Tacoma, WA 98411, or any member of the Wood Products Promotion Council.

NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

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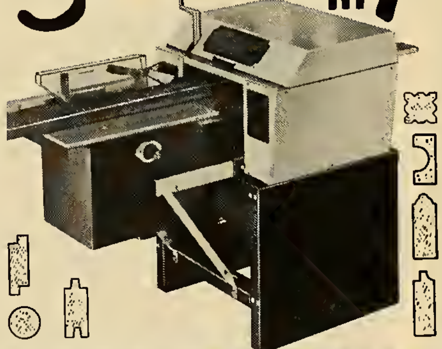

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Union Pension Funds Must Work for Workers

Retirement fund managers must be aware of situation

Worker pension funds are the largest source of investment capital in our economy today, with assets of over $1 trillion dollars and projections indicating this figure will pass the $3 trillion dollar mark by the turn of the century. These funds, which are the retirement security of millions of American workers, own more than 20% of the outstanding stock of the nation's 500 largest industrial companies. By the year 2000, workers' pension funds will control 50% of the stock of American corporations. In short, worker pension funds are the lifeblood of our economy.

The numbers above reveal the tremendous power of these funds, a power that is all too often being used against the interests of plan beneficiaries and workers in this country. It is not uncommon to see union pension fund assets flowing into non-union construction or holding the stock of anti-union companies in their portfolios. **A further problem being experienced is that these funds are increasingly being managed by professional investment advisors hostile to the rights of workers and the goals of organized labor.**

The use of union pension fund assets to support companies bent on undermining worker and union rights is not only wrong, it threatens the very integrity and viability of these funds. When union pension money is funneled into non-union construction projects, our members lose and our members' pension funds are threatened. Likewise, when union pension funds hold the stocks and bonds of companies hostile to basic worker rights, we aid companies which challenge the very concept of worker retirement funds.

We must never lose sight of a most important fact: Pension trust assets are the earned retirement income of plan beneficiaries. The law imposes on plan trustees the fundamental duty to manage the trust in the sole interests of the beneficiaries. In fulfilling these obligations, it is proper and necessary that the services of financial experts be utilized in the investment and administration of fund assets. However, this does not dictate that we do business with fund managers who, while reaping millions in management fees from worker pension funds, work against the interests of our members, nor does it require that our funds be invested in anti-union companies.

The investment advisors who manage the vast amount of worker pension assets noted above include insurance companies, banks, and independent investment-management companies. The names of the financial institutions you see providing construction financing on the non-union construction projects in your area are the same institutions which manage many of our funds. Financing non-union construction is not the only role these financial institutions play in the construction industry, many are also major regional and national real estate developers.

Examples of pension fund assets being used against the best interests of plan beneficiaries are increasingly common. The opening pages of this issue of *Carpenter* magazine contain an article about one such group of investment and financial services companies which cause us immediate concern. American Express Co. and its subsidiaries benefit handsomely from the management of union pension funds, while at the same time they engage in the development of millions of dollars of construction using non-union contractors.

We don't need to do business with investment advisors who in other business activities refuse to use or even consider using contractors employing our members. It's obvious that if our construction members don't work, these plans lose their funding source and their long-term viability is threatened. **A fund manager who either directly or through subsidiary operations refuses to work with our members does not deserve our business. There are plenty of competent investment management companies we can work with.**

By the same token, we must begin to vigorously demand that our pension assets not be invested in anti-union companies, such as Louisiana-Pacific, and Halliburton Corp., the parent of Daniel Construction Co., and many other such companies. The AFL-CIO boycott list is composed of companies whose stock and bonds should not be found in our members' pension funds. With the broad universe of stock investments available, we need not sacrifice financial return when we require that our funds be invested in companies which respect basic worker rights.

The protection of basic worker rights has been and continues to be the basic goal of the Brotherhood and the entire trade union movement in this country. These basic rights are under increasing attack by companies in which our pension funds hold significant ownership positions and those institutions which manage these retirement funds. It is incumbent upon us to fight this injustice.

The Brotherhood has a long and proud history of involvement in the initiation and growth of the private worker pension system in this country. In 1971 it pioneered a program of pro-rata agreements which, for the first time, afforded members in the construction trades the ability to change jobs and maintain their pension benefits at the same time. In other words, a member covered by a pension plan under the International Pro-Rata Agreement who moves from one job covered by the pro-rata agreement to another job covered by the pro-rata agreement can achieve continuity of pension coverage as provided in the agreement. When the international agreement was signed by General President M.A. Hutcheson and other labor and management officials in 1971, many local, district, and area pension plans had already signed reciprocal plans and had achieved some measure of "portability." A list of pension plans covered by the master pro-rata agreement is published periodically in our *Carpenter* magazine.

We face new challenges today which we must confront. Workers' retirement funds must not be used against the interests of those who have toiled to establish these funds in the hope of a secure future.

Patrick J Campbell

Patrick J. Campbell
General President

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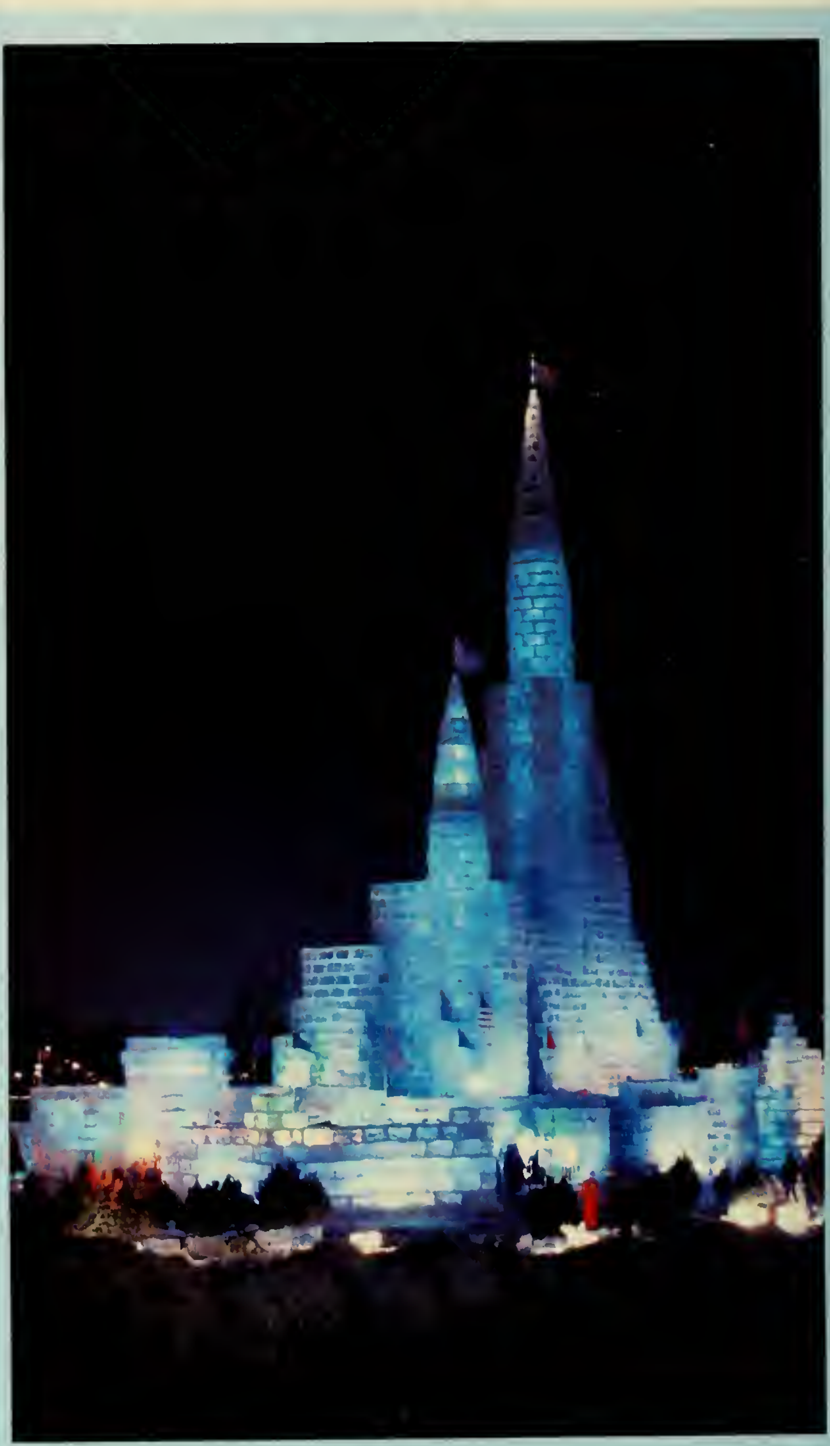
A look back in springtime

St. Paul's Ice Palace

UNION MADE

Building with wood, metal, concrete . . . these are the usual materials . . . but building with ice??

Last winter, UBC Carpenters, Millwrights, and Pile Drivers of St. Paul, Minn., worked with other Building Tradesmen to create the masterpiece of that city's Winter Carnival. Erected beside a frozen lake, the St. Paul Ice Palace rose to a towering height of 128 feet, nine inches and glowed through the night with an array of colored lights strung by members of the International Brotherhood of Electrical Workers. Union "Brickies" laid the 640-pound ice blocks, and engineers shot laser beams at various blueprint targets every 12 hours to monitor any shifting or settling. The palace would have gone higher into the winter sky, but weather inconsistencies caused the master plan to be scaled back in the final days. Nevertheless, the Ice Palace was spectacular . . . a tribute to skilled union labor. *For more about the Ice Palace turn to Page 23. Photographs by Donald Cameron, Local 87, St. Paul, Minn.*



May 1986

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United Brotherhood of Carpenters & Joiners of America

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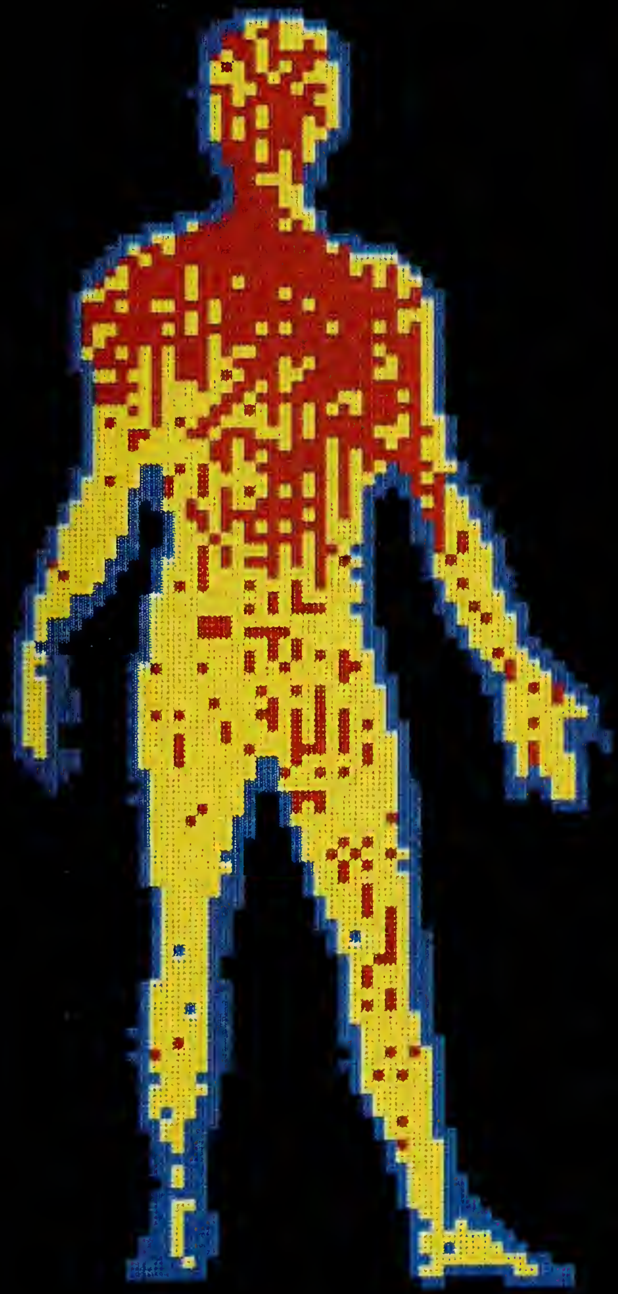

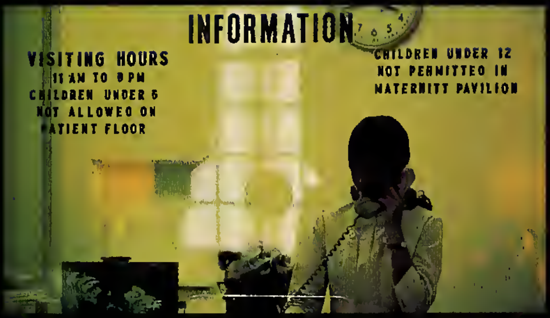
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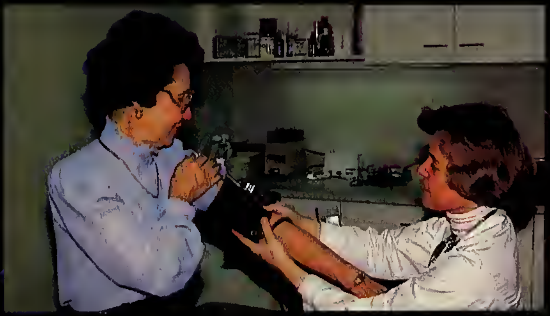

Cover Story

HEALTH CARE COSTS A Battle Labor Must Win

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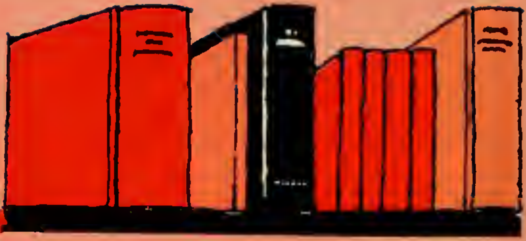

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Members who die or are suspended are automatically dropped from the mailing list of *The Carpenter.*

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CARPENTER

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VOLUME 106 No. 5 MAY 1986

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

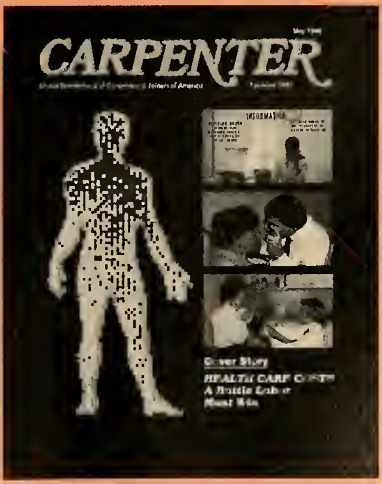
For labor, the spiraling cost of health care and its subsequent impact on health insurance premiums and coverage has become one of *the* issues of the 1980s, at the bargaining table and in the political arena. Our cover story this month takes an in-depth look at this issue and the need for cost controls and in-depth planning. While the threat of rising health care costs may seem to loom like an ugly menacing monster, unconquerable by any individual effort, every effort helps.

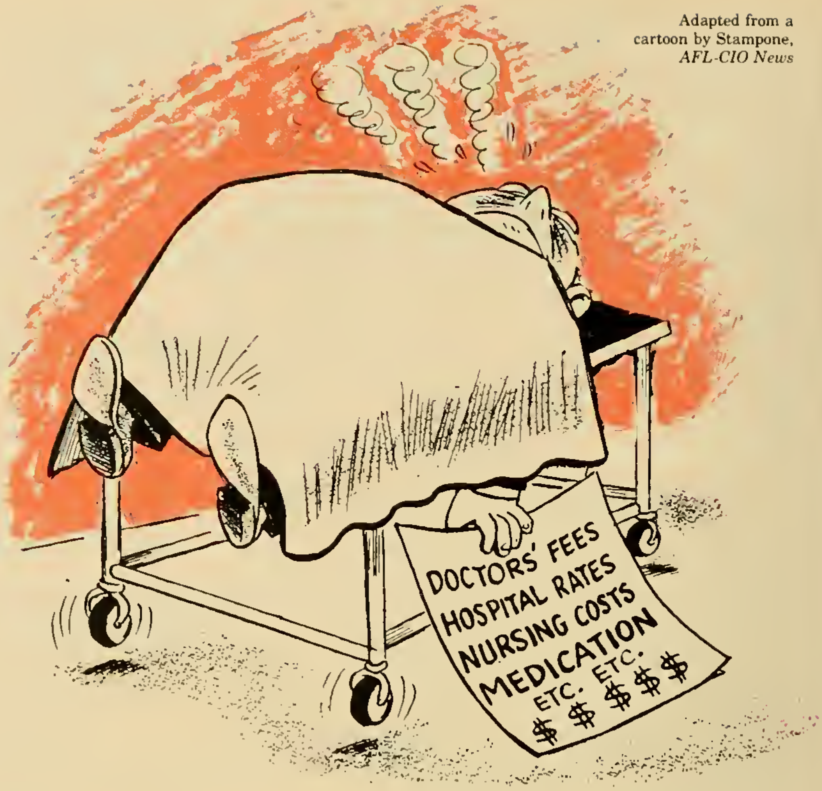
One health care area destined for growth in the 80s is preventative health care; people taking control of their own health—stopping smoking, moderating alcohol, excercising, and attending to their eating habits. Hospitals and health maintenance organizations all over the country are shifting their emphasis to provide education and help to people willing to take responsibility for the physical and medical shape of their bodies.

Perhaps this will help to get the health care system back on track—away from a huge money-making institution that has lost sight of the original goals of the medical profession, often gaining at the expense of the little man, to an institution where health care professionals and organizations can work with the patients, not just at combatting illnesses, but at achieving health.

Photo credits: Silhouette of man from Taurus Photos Inc.; top right, American Cancer Society; middle and lower pictures, Kaiser Permanente.

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.





Adapted from a cartoon by Stampone, *AFL-CIO News*

HEALTH CARE COSTS

A Battle Labor Must Win

Health care costs . . . post-retirement health benefit programs . . . cost containment . . . medical malpractice . . . generic drugs. . . . They're just so many words . . . until you check into a hospital with a major ailment. Then it all falls on you like a keg of 10-penny nails.

"Until recently I was one of those people who looked at articles on hospitals in my union magazine with only a passing interest," one union member told us. "It seemed as though the articles were filled with a lot of statistics.

"Then I had a heart attack, and the statistics became a reality. I spent 14 days in a local hospital, and the bill for the stay was $10,000. Then I was referred to another hospital in another town, where I spent nine days at a cost of $21,000.

"When the bills arrived from both hospitals they ran for 16 pages . . . and they were almost all Greek to me.

"These costs were just for the hospital. They didn't include the doctors' bills.

"As I sat down and looked over the itemized statement, I was totally amazed. One particular pill cost $2.10. A doctor gave me a prescription for these same pills, and I paid $3.15 for 100 tablets at the drug store.

"Fortunately, my health insurance covered the majority of expenses. But it made me stop and think. What about the people who are unemployed? The elderly? Those people out on the streets? I tell you, I'm glad we have health insurance in our contract . . ."

This union member is one of the lucky Americans and Canadians covered by employer-paid health insurance plans. More than 35 million of our friends and neighbors have no health insurance at all. Health coverage which was building up over the past three decades is now beginning to erode because of increased costs. Since 1982, the percentage of private health insurance plans with deductibles of $150 or more has risen from 9% to 38%.

Hospitals are buying costly high-tech equipment to save lives, which is fine, but those costs are being passed on to patients.

The problem is made more critical because more and more people are living longer, and the medical expenses of the elderly are staggering. Though Medicare covers much of the expense for acute illnesses, it does not cover the prolonged custodial care that seniors often need.

There must be some cost controls and there must be more long range public planning.

Much of the crisis in health care centers around "cost containment." Cost containment, basically, is any program designed to fight increases in the cost of health care and to make sure that people receive the high quality health care they need and deserve.

For years some employers who provide medical care as a fringe benefit in a contract have been arguing that they should pay less of this benefit and employees should pay more. At the bargaining table union negotiators have refused to make concessions in this area. They do not want to penalize their members for something which isn't their fault.

Instead of reducing benefits, the union suggests a program to control health care costs at the source by working with the employers, the doctors, and the hospitals to hold down charges to union members and their families. In some cases this might include boycotting certain health plans and certain hospitals and exposing fraud in billings.

If you're covered by a good health plan, you may ask why you should be concerned with how high your medical bills are. The money to pay them doesn't come out of your pocket, you may believe.

Actually, when you think about it, it does. You earn every benefit contained in your UBC contract. The company doesn't give you anything. In many cases, the health care benefit came to you because the employer wasn't willing to pay higher wages.

Suppose, for example, that medical costs continue to skyrocket during the term of your present contract. When negotiations come up again, the company may propose concessions in the area of your health benefits.

If management doesn't succeed, then company negotiators might try to make up that cost in some other area of the contract.

The bottom line is that the money used to provide your health benefits—and every other benefit in your contract—is your money, negotiated for you by the union. So it's in every member's interest to hold down the cost of health care.

How does cost containment work?

Under most contracts, the trustees of the health and retirement funds interpret the guidelines for all of the union's contractual health care benefits, whether they are provided through the funds, a private insurance company, or a benefits administrator.

Some trustees have set up a model

program for dealing with the two largest problems in health care costs: excessive fees and charges for medically unnecessary or inappropriate services. There have even been cases of union members or their dependents being charged for services that were never performed.

The cost containment program is designed to prevent doctors, pharmacies, and other medical suppliers from charging unreasonable amounts or unfair fees for their services, and to prevent them from collecting such fees from members.

How will you know whether you're being charged too much or getting billed for unnecessary services?

In most cases, your health insurance carrier will let you know. As part of the cost containment program, the funds and most insurance companies have established "reasonable charges" for various kinds of medical services. If you are overcharged, your doctor or hospital will receive a notice of the overcharge, along with a reasonable payment for the services you received. The notice will also ask the doctor or hospital whether there was anything unusual about the case which could legitimately result in a higher than normal charge.

You should also get an "Explanation of Benefits" (EOB) form in the mail, which will list the services you received, the amounts billed, the amount paid by your health insurance, and the reason that payment was denied.

You are the only person who knows whether you received particular service, so it's up to you to let your employer or plan administrator know about it. To do that, you should read your EOBs carefully to make sure that you received all the services listed. If you find a charge for a service you never received, you should notify your employer or plan administrator immediately.

Your union fights to maintain benefits and reduce costs.

Employers have pursued three principal methods for direct shifting of health care costs to workers: raising deductibles, increasing co-payments, and requiring partial payment of insurance premiums. Some employers have also instituted various forms of cash rebates to encourage lower utilization of health benefits.

During the 1970s the high percentage of payroll costs going to health insurance premiums resulted in "monies that rightfully should have been available for wage and benefit increases" being diverted to maintenance of existing health care coverage. Over the past several years, the situation has worsened dramatically, with "employer after employer coming to the bargaining table demanding that workers pick up a significant portion of health premiums and/or sacrifice coverage" painstakingly acquired through years of negotiation.

Current concern centers around so-called "deductibles" listed by the health insurance company. Deductibles are "front end" fees—assessed on a yearly basis—that must be paid for health care services before the insurance plan will pay any benefits. Co-payments represent a percentage of medical bills that must be paid by a plan participant each time he or she uses certain services covered under the plan.

Studies of private insurance plans show that deductibles have increased by 300% in recent years. In addition, a survey of 250 large firms by Hewitt Associates, a benefits consultant, showed that while 89% of the firms provided full reimbursement for hospital room and board in 1979, by 1984 only 50% of the companies provided reimbursement without requiring a co-payment from participants. In 1979, 45% of the companies provided full reimbursement for surgery; that figure has since dropped to 29%.

The United States is spending more than $1 billion per day on health care services. Public health care programs, including Medicare and Medicaid, consume 12% of the entire federal budget. The cost of private benefit plans is doubling every five years, leading to higher and higher premium demands from insurers.

In spite of what Americans now are paying for the cost of health care services, the number of people without needed protection is rising, including large numbers of low-wage and jobless workers. Another disturbing trend is the growth in corporate ownership of health care facilities. For-profit corporations are becoming a growing presence in health care—hospitals, nursing homes, HMOs, and every other type of health care facility. Private corporations have better access to capital markets, and their expansionary objectives are facilitated by the current tax structure and reimbursement system.

Organized labor remains convinced that the only way to assure all Americans access to quality health care they can afford is through the enactment of

Continued on Page 5

Cost Containment: How You Can Help

You can help the union make sure that UBC members and their families receive quality health care at a reasonable cost by following these steps:

- Read your Explanation of Benefits (EOB) forms (which you will receive whenever a claim is paid or denied) to make sure the information is accurate. You should contact your employer or plan administrator immediately if the EOB shows payment for services which you did not receive.
- Ask your doctor or pharmacist to substitute FDA-approved generic drugs for brand name drugs whenever possible. Generic drugs have been tested by the Food and Drug Administration and are proven to be just as effective and safe as brand names. They are also cheaper.
- Ask your doctor to write prescriptions for as long a period as possible, especially if you take medication on a regular, long-term basis.

In these cases, most doctors will write the first prescription for a 30-day supply, the second for a 60-day supply, and all prescriptions after that for a 90-day supply. They do this to make sure first that the medication is appropriate for your condition, and also to make sure that there are no harmful side effects.

But some doctors will continue to write prescriptions for a 30-day supply, which means either that you have to go back to the doctor every month to get another prescription or your druggist has to call the doctor's office every month for a refill. Either way, it costs more than necessary, because the doctor may charge you for another office visit, and the pharmacist may collect three dispensing fees instead of one during each 90-day period.

- Make sure your pharmacist fills prescriptions for the length of time ordered by the doctor. Most do, but some pharmacists "split" prescriptions. For example, if your doctor gives you a prescription for a 30-day supply, the pharmacist might fill it for only 15 days and make you come back for the other 15-day supply. This way, the pharmacist collects two dispensing fees instead of one for your prescription.
- Contact your employer or plan administrator immediately if your doctor or hospital tries to make you pay for a bill which was denied because the service was not medically necessary or the charge was excessive.

AMERICAN EXPRESS

Brotherhood Members Urged To Leave Home Without It

Non-Union Construction Prompts Boycott Call

American Express Co.'s use of non-union contractors to construct its $60 million credit card processing facility in Greensboro, N.C., has prompted UBC General President Patrick J. Campbell to call for the initiation of a labor-consumer boycott of American Express Co. credit and travel products and services.

As reported in the April edition of *Carpenter*, American Express is presently constructing a major credit card facility in Greensboro, N.C. Non-union contractors paying substandard wages and benefits are constructing the project which will serve as a regional customer service center for American Express' credit card business. Repeated efforts by the Building Trades and the Brotherhood to secure the work have been repudiated. Assurances from the American Express chairman and chief executive officer that fair contractors would be provided the opportunity to bid and secure work on the project proved to be illusory.

"Accountability is the key issue in this dispute," stated Campbell. "We must let American Express Co., and any other company that works against the interests of working men and women, know that we will fight back. American Express' use of substandard contractors contributes to undermining the living standards our members and others have labored hard to establish, and must not be rewarded with union members' business," continued Campbell.

DIVERSIFIED FINANCIAL SERVICES COMPANY

American Express Co. is a major financial services company with sales in 1985 of over $11.5 billion. The company's major money makers are its well-known travel services products, such as credit cards and travelers cheques. Other operations of the company include: international banking, insurance (Fireman's Fund, IDS Financial Services) and investment services. Within the investment services division six subsidiaries, including the Robinson-Humphrey Co. Inc.; The Balcor Co.; the Boston Co. Inc.; Bernstein-Macauley Inc.; Shearson Asset Management Inc., and Lehman Management Co. Inc., provide investment management services for billions of dollars of union pension funds.

Several of the various American Express subsidiaries identified above are also major real estate developers with significant real estate portfolios. On two construction projects being developed by American Express subsidiaries, UBC locals are picketing non-union contractors conferring substandard wages and benefits on the projects.

CAMPAIGN DEVELOPS IN BUILDING TRADES

General Presidents Alerted

In an initial effort to publicize the actions of American Express to the entire labor movement, General President Campbell wrote to all AFL-CIO general presidents and the leaders of the non-affiliated Teamsters, National Education Association, and the United Mine Workers Union to apprise them of the use of substandard contractors. "Companies such as American Express which derive a significant portion of their business from unions and union members must be held accountable for their actions which undermine our members' efforts to establish fair working standards in the communities in which they live," stated Campbell.

Magazine Article Distributed

The nearly 1,000 delegates from across the country in attendance at the annual Building and Construction Trades Department legislative conference in Washington, D.C., were briefed on the role of American Express in distributing the "product" of substandard contractors. Reprints of the April *Carpenter* magazine article on American Express were distributed to each delegate. A workshop for delegates on corporate campaigns provided UBC staff an opportunity to educate those in attendance about the issues.

ANNUAL MEETING OF SHAREHOLDERS

Union pension funds shareholders

At *Carpenter* press time, plans were being made to attend the American Express Co. annual meeting of shareholders at company headquarters in New York. A preliminary survey of Carpenter and Building Trades union pension funds indicate that these worker funds hold approximately 800,000 shares of American Express common stock. While these stock holdings represent a relatively small portion of the outstanding shares of the company, the combined value of the stock investment is over $55 million, nearly three times the stock investment in the company held by the company's entire board of directors.

The meeting will be used to inform the company management, the hundreds of shareholders in attendance, and the financial analysts and press at the meeting of the primary labor dispute with substandard contractors used by American Express, and to speak out on union concerns. UBC members from the New York District Council of Carpenters will distribute boycott handbills at the shareholders meeting in New York.

Business Roundtable Connection

The American Express board of directors, which is chaired by Mr. James D. Robinson III, includes such luminaries as Henry A. Kissinger, former Secretary of State, and until recently, former President Gerald R. Ford. Robinson is a prominent member of the national Business Roundtable, a group of high-powered corporate chief executives often described as the most powerful business lobby in the country. The Business Roundtable, which represents major construction users, prepared a widely circulated study on construction several years ago which is credited with

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John W. Pruitt Succeeds Ochocki As Vice President

John W. Pruitt, who has served as 3rd District Board Member since November 1982, was named last month to succeed Anthony Ochocki as the United Brotherhood's Second General Vice President.

Ochocki retired April 1. He was honored April 16 at a retirement dinner in Washington, D.C.

Vice President Pruitt has been a member of the UBC for 39 years. He joined Local 16, Springfield, Ill., following military service in World War II.

Board Member Pruitt has served his local union as assistant business agent and business agent. General President M. A. Hutcheson appointed him a general representative in July 1964. During this time, he also served for eight years as president of Local 16 and as president of the Springfield Building and Construction Trades Council. He was elected to the executive board of the Illinois State Council of Carpenters in 1963 and has continued to serve to this date.

Active in the apprenticeship program as an instructor in 1951, he was a staff member of the International Apprenticeship Contest Committee and a coordinating judge representing the United Brotherhood.

JOHN W. PRUITT

Pruitt was instrumental in establishing the district-wide Heavy and Highway Contract of Illinois covering District 6, and later assisted in negotiating the state-wide agreement.

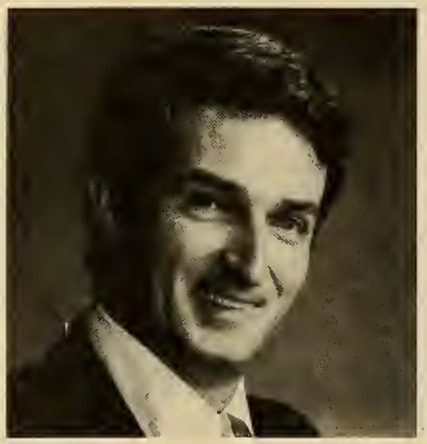
He and his wife, Doris, have two sons, both members of Local 1098, Baton Rouge, La.

Thomas J. Hanahan Named 3rd District Board Member

Representative Thomas J. Hanahan, 51, a UBC member for 35 years and long-time labor and political leader in his home state of Illinois, has been appointed by General President Patrick J. Campbell as Third District General Executive Board Member, succeeding John Pruitt in that position.

An apprentice carpenter in Local 13, Chicago, Ill., at the age of 17, Hanahan, has since served Local 13, the Chicago District Council, and state labor groups. He is a member of a truly UBC family. His father, Thomas J. Hanahan Sr. was active in Local 13 from 1924 to 1968. His brother Robert, son Thomas III, and uncles and cousins are also members.

Hanahan is well known in Illinois for his 18 years of service as a state legislator. He served as chairman of the appropriations and the labor and industrial affairs committees and was sponsor of the most comprehensive and progressive public employee collective bargaining law, minimum wage laws, workman's compensation laws, the Fringe Benefit Protection Act, tax relief for the elderly, and much additional legislation.



THOMAS J. HANAHAN

He was appointed a UBC representative by General President Campbell in January 1983.

Working Women's Awareness Week

May 4–10 is Working Women's Awareness Week, inaugurated by the Coalition of Labor Union Women to dispel the myths that have hindered women's full equality of opportunity in the work place and in society.

According to the Coalition of Labor Union Women, the week is also designed to recognize the past and present contributions of working women to society and to show unorganized working women that CLUW and the labor movement are the leading voices for all working women. Workshops, talk shows, and other activities are planned.

The United Brotherhood has a growing number of women members in its ranks—carpenters, millwrights, industrial workers, and other skilled workers. Young women have equal opportunity to join the apprenticeship ranks of the UBC, and many have done so in recent years.

We join CLUW in saluting these members and their sisters in the workforce.

Health Care Costs

Continued from Page 3

a universal comprehensive national health care program. Until that is achieved, we will work on a variety of fronts to fight cutbacks, control costs, and improve health services for all Americans. Responding to the concern about health care within the trade union movement, the AFL-CIO Executive Council has appointed an ad hoc committee on health care to strengthen and coordinate all of the federation's health care activities.

Labor will oppose further cutbacks in Medicare and Medicaid and any effort to impose means testing in Medicare or to destroy the program by replacing it with individual vouchers or medical care IRAs. We will oppose the Administration's plan to tax health care benefits.

We will also continue to work for the expansion of Medicare to provide coverage for prescription drugs, long-term care, and other services essential to maintain the health of Medicare beneficiaries.

Unions will support federal cost-containment legislation which would provide across-the-board health care cost control at the state level while protecting the wages, benefits, and other contractual rights of health care employees.

Until this legislation is enacted, we will continue to urge states to take the

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TOP ROW: *From left, General President Campbell opened the sessions at French Lick with a call for broad and decisive actions in dealings with employers; delegates in a general session at the conference hotel.*

SECOND ROW: *Special Projects Director Ed Durkin, assisted by Representative Marc Furman, describes corporate relations; Third District Board Member John Pruitt and First General Vice President Sigurd Lucassen; Staff Economist Wally Malakoff leads a discussion on in-plant tactics.*

THIRD ROW: *General Treasurer Wayne Pierce; Ray White, secretary, Southern Council; Assistant to the General President Mike Fishman, Richard Wierengo, secretary, Michigan Council; Frank Gurule, Local 721, Los Angeles; Representative Roy Parent; and Michael Draper, business representative, Western Council.*

FOURTH ROW: *Assistant General Counsel Ed Gorman discusses in-plant actics and Collective Bargaining Specialist Denny Scott describes conditions in the wood products industry.*

UBC Industrial Leaders Discuss New Alternatives to Collective Bargaining at Indiana Conference

Conference sets the stage for more coordinated programs

New strategies for organizing and collective bargaining for United Brotherhood industrial members were described at a UBC Industrial Conference in French Lick, Ind., March 4–6.

As the conference got underway, General President Patrick J. Campbell told the 230 delegates, "We are going to pay particular attention to a problem our locals are increasingly facing: employers who are forcing negotiations to an impasse and then presenting the union with a choice of either accepting a poor settlement or striking under unfavorable conditions."

President Campbell added, "We have to respond in new ways." He told the assembly that plants and areas for organizing are going to be targeted.

Campbell called attention to the fact that UBC contracts with major forest products corporations expire next month on the West Coast and in the South, and he reported that the Forest Products Joint Bargaining Board has begun implementing a strategy for these negotiations.

He cited the UBC's coordinated efforts with Regions III and V of the International Woodworkers of America on the new U.S. Forest Products Joint Bargaining Board. These regions are in joint discussions with representatives of the Brotherhood's Western Council and the Southern Council of Industrial Workers on many issues.

The general president stressed the growing importance of the work of the Special Programs Department of the UBC, which provides research data to the bargaining boards and researches the interlocking arrangements among corporations, identifies the corporations' weak points, makes presentations at shareholder meetings, and develops overall strategies for dealing with corporations.

He called the UBC's work in this area "one of the most innovative and effective of any international union" and told delegates that our program is in the forefront of the labor movement.

He called particular attention to the department's analyses of various UBC pension funds and their impact on industry investments. He warned that much of the funds set aside for UBC members' retirement are being invested in firms and projects which are non-union and even anti-union and that labor must not deal with pension fund managers who do not recognize the importance of plowing back hard-earned members' pension funds into job-creating enterprises.

The three-day conference at French Lick covered a wide range of subjects—pension bargaining, legislation, quality worklife and gainsharing programs promoted by management, in-plant tactics for dealing with management, and researching a company.

There were special industry workshop sessions for two industrial groups—the forest products members and the mill-cabinet industrial members. A survey of mill-cabinet locals made prior to the conference showed variations of as much as $6 in journeyman rates in the mill-cabinet industry.

The Brotherhood's new training program for local union collective bargaining committees was also previewed by the delegates.

All eight U.S. districts of the Brotherhood were represented at the French Lick conference. A separate conference for industrial units of Canada was held later in Toronto, Ont. (See the report on this conference on Page 17.)

Both gatherings afforded the participants an opportunity to compare their contracts with those of other local unions in other parts of the nation.

Of much benefit to the delegates, too, was a discussion of research methods which might be used to evaluate the intrastructure and activities of employers. Delegates were shown the value of approaching the bargaining table from positions of strength through a thorough knowledge of management. An intensive workshop dealing with in-plant tactics in impasse situations was also conducted.

It was the first comprehensive conference for industrial locals since a similar session in St. Louis, Mo., a year and a half earlier. The workshops in St. Louis dealt with employer demands for concessions, organizing problems, and impasse bargaining. The recent conference in Indiana introduced new strategies to deal with these problems.

In the forest products area, General President Campbell pointed out that the UBC is backing the new Forest Products Joint Bargaining Board with organizing support in the Northwest, South, and Midwest.

"We are setting up organizing teams to go after targeted mills. We are now looking at other areas of the country where forest products producers have their plants," Campbell noted.

The General President introduced a newly-appointed bargaining coordinator with much experience in the industry who will help to introduce the coordinated bargaining strategy to locals and councils.

Looking toward the UBC General Convention in Toronto, Ont., next October, Campbell advised the delegates that the General Office is looking at the Brotherhood's Constitution and Laws to see what changes might be needed now in the industrial sector. He noted that the General Officers are also considering state-wide and regional structures among the industrial locals to help them in their coordinated programs.

Campbell said, "I am committed to whatever changes are necessary to insure that our membership in every council, every local, every shop, and every plant gets the best service and the best contracts possible."

UBC

Taking the Initiative

Over the past decade trade unions have faced various economic and philosophical tests. This is the second of a series of articles describing ways in which the UBC is fighting back.

A group of UBC local union and council leaders in a caucus during the recent Canadian industrial conference in Toronto.

The UBC's Industrial Sector Moves Ahead With New Approaches To Negotiations And Bargaining

The challenges facing our members and the unorganized workers in the industrial sector have never been greater—plant shutdowns and transfer of work to other areas, anti-union consultants, mergers and buy-outs, and the introduction of new machinery and products to displace workers.

But the UBC has geared up and is ready to take on whatever obstacles stand in the way of making further organizing and bargaining gains in our industrial sector.

If you work in the forest or wood products industry—whether it's in a lumber or plywood mill, a furniture plant, a mill-cabinet or fixture shop, a modular home plant, or any related industry—the UBC believes you belong in the largest union in these industries, the only union with the resources, the innovative new methods, and the commitment to organize and protect its members in these industries . . . the United Brotherhood of Carpenters and Joiners of America.

We believe that unions today need new responses and new strategies to deal with a fast-changing industry. That is why the UBC is moving ahead with a whole array of new programs specially adapted to the problems union members and working people face in today's economy—corporate campaign tactics, membership training programs, coordinated bargaining, in-plant tactics, newly-established industry conference boards, and an in-plant organizing compaign which is bringing hundreds of new members into the UBC.

This is what the United Brotherhood is doing to better sereve our industrial membership:

Industrial and Organizing Department—To provide more effective service and organizing efforts in the industrial sector, General President Campbell has consolidated the Industrial and the Industrial Organizing Departments under the direction of his assistant Michael P. Fishman. The department coordinates such programs and services as arranging educational and industry conferences, publishing the *Organizing-Industrial Bulletin*, developing audio-visual and written training materials for business representatives, stewards, officers, and members, assisting councils and local unions negotiate the best agreements possible, planning bargaining strategy with our affiliates, and maintaining a computerized file of UBC industrial agreements for use in negotiations and organizing.

The organizing side of this department coordinates a large organizing staff throughout the United States and Canada to target and coordinate our field organizers' activities. Special organizing teams have been set up in several industries to supplement bargaining efforts. By combining industrial servicing and organizing in one department, the Industrial Department is able to better target organizing efforts to the needs of our industrial sector.

While many unions have cut back their organizing efforts in recent years due to the difficult economic times, the UBC has not because we believe that organizing the unorganized is as important today as it ever was. And it's an important way to protect the working standards and jobs of our members.

Special Programs Department—The UBC has the largest and most innovative Special Programs Department of any international union. This department has pioneered many of the "corporate campaign" tactics being used by the labor movement today, such as shareholders' actions, detailed financial research, national informational campaigns aimed at specific companies, and the use of government regulatory agencies to probe corporate practices. All these activities are designed to supplement traditional organizing and bargaining methods and to give our members and our organizers the edge when dealing with recalcitrant employers. It's a tool workers need today, with labor laws increasingly stacked against working people. The UBC is one of the few unions that can provide its members with this resource.

Safety and Health—The UBC is also one of the few international unions to employ a full-time industrial hygienist in addition to a safety and health director. This department is in the forefront of occupational safety and health work, whether it's in helping our locals bargain for better contract language to protect our members against hazards, training representatives and safety and health committees in hazard identification and correction, testifying before government agencies on issues affecting worker's safety and health on the job, or tracking down information on a chemical being used by members in one of our shops. We believe a safe job is as much a basic right as decent wages and working conditions, and we back up that belief with the resources and know-how to make safety a top priority for our membership.

UBC International Forest Products Conference Board—Major changes are taking place in the North American forest products industry—introduction of new technology and new panel products, mill shutdowns, mergers, relocation of mills, and antiunion campaigns by major corporations. As the leader and the largest union in the North American forest products industry, the UBC has launched a major initiative to overcome these challenges—the UBC International Forest Products Conference Board—which is composed of six lumber and sawmill leaders from the U.S. and Canada.

The Board is chaired by UBC General President Patrick J. Campbell and has one branch in the U.S. (the U.S. Joint Bargaining Board) and one in Canada (the Canadian Forest Products Board). Each deals with issues and problems specific to its nation's industry. (**See report on Canadian board on page 19.**)

The UBC has added to its International staff R. Denny Scott, formerly research director of the International Woodworkers of America, to work with the board in the area of collective bargaining coordination. The UBC's Special Programs, Industrial, Safety and Health, and Organizing Departments provide research and other support to the board.

U.S. Forest Products Joint Bargaining Board—The U.S. Forest Products Joint Bargaining Board, whose formation was widely reported in the press and is expected to have a major impact on the industry, has started work in two important areas: coordinated bargaining with the major forest products corporations and targeting and coordinating organizing.

In the area of bargaining, this board's goal is to coordinate industry bargaining in the Northwestern United States with bargaining in the Southern states. Almost all of the major forest products corporations have operations in both areas and often use lower wage rates in the South to undercut union wages and collective bargaining strength in the Northwest.

U.S. FOREST PRODUCTS JOINT BARGAINING BOARD

The emblem of the new U.S. Forest Products Joint Bargaining Board.

General President Campbell underscored the need for national union coordination in the industry: "In the past, our lumber and sawmill councils and locals have made important gains through regional coordinated bargaining. But we now need a national coordinated strategy for bargaining and organizing. We cannot afford to bargain with major employees on a regional level when they operate on a national and sometimes international basis."

UBC forest products organizing teams have been established in the Northwest, the South, and the Midwest as part of a national campaign to protect union standards in the industry.

The U.S. Board originally included the UBC Southern Council of Industrial Workers and the UBC Western Council. It has since been joined by the Southern and Western Regions of the IWA. The four councils have signed a unity statement in preparation for upcoming industry bargaining in the Northwest which pledges the councils to a joint national bargaining program.

The Board represents a major commitment to turning back the efforts of major forest product corporations to undermine union working conditions throughout the industry. The UBC is proud to have instituted this important first step.

Canadian Forest Products Conference Board—Eight delegates from UBC Canadian lumber and sawmill local unions make up the Canadian Forest Products Conference Board which had its first official meeting immediately preceding the Canadian Industrial Conference. The board was established as a means for representatives to exchange information and ideas on issues affecting our Canadian membership. The board will also help the Brotherhood to arrive at policy positions regarding Canadian forest products issues. Also, as UBC organizing activity gears up in the Canadian woods and forest products industry, the board will play an important role in coordinating and targeting the UBC's efforts.

The establishment of the board is a formal recognition of the importance of our Canadian forest products members and the role this sector will play as the UBC expands its Canadian industrial membership.

Weyerhaeuser: U.S. Forest Products Board in Action—The Weyerhaeuser Company, the nation's largest lumber producer, has undertaken a public relations campaign in advance of industry-wide negotiations to extract concessions from both the UBC and the IWA in the Northwest.

The UBC and the U.S. Forest Products Board have not allowed Weyerhaeuser to carry out its campaign uncontested. Appearing at a special shareholders meeting last November, representatives of the UBC raised questions about the company's internal operations, thereby serving public notice that the union would contest Weyerhaeuser's campaign to win unjustified concessions. The board has also countered Weyerhaeuser's public relations efforts with an informational campaign aimed at workers and communities affected by the corporation. An intensive analysis of Weyerhaeuser's finances and corporate structure has also been undertaken by the UBC's Special Programs Department which is being used by the board in charting its strategy for upcoming negotiations. An example of

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General Secretary Emeritus Richard E. Livingston Dies

R. E. LIVINGSTON

Richard E. Livingston, general secretary of the United Brotherhood until his retirement in 1978, died April 14 of pulmonary and respiratory arrest in Suburban Hospital, Bethesda, Md. He was 79.

Livingston served the United Brotherhood as general secretary for 21 years and was an active member of the UBC for almost a half century.

Born in Falls View, Ont., Canada, of American parents, he spent most of his early life in Buffalo, N.Y. After attending public schools there, he entered the construction field in the employ of his maternal grandfather, Alexander McLeod, a union contractor. In 1928 an injury forced him to give up construction work temporarily and in 1937 he re-entered the field.

Dick Livingston took an active interest in union affairs from the beginning. He was appointed business agent of Local 9, Buffalo, in 1946. Two years later he was elevated to the position of president and business manager of the Buffalo and Vicinity District Council, a position to which he was re-elected repeatedly.

In 1954 he was appointed a general representative by General President M.A. Hutcheson and assigned to work on the St. Lawrence Seaway Project in upstate New York.

In 1957 he was named general secretary of the international union and worked in Indianapolis, Ind., until the General Offices moved to Washington in 1961. He was re-elected at five subsequent conventions of the union until his mandatory retirement in 1978.

Livingston was long active in maritime labor affairs, serving as an officer of the AFL-CIO Maritimes Trades Department. He was also a secretary and vice chairman of the AFL-CIO Secretary-Treasurers Conference.

In 1964 the Buffalo, N.Y., Diocesan Labor-Management College awarded him the Bishop's Plaque as the outstanding labor leader of that year.

He was a delegate to meetings of the International Labor Organization in Geneva, Switzerland, in 1971, and in 1976 he was a fraternal delegate from his union to the conference of the British Union of Construction Allied Trades and Technicians in Scarborough, England.

His wife, the former Marion Schlager, died in 1975. He is survived by two daughters, Kathleen Schavone and Colleen O'Neil, both of Bethesda, and three grandchildren.

Funeral services were held April 19 in Buffalo, N.Y.

Moments in the life of R. E. Livingston: At top left, he confers with William Blair, second general vice president between 1952–1962; top right, he lights the flame that "extinguishes" the office-building mortgage of Local 1837, Babylon, N.Y., as Local President Peter Cavanaugh and General Representative and now General Secretary John Rogers look on; at lower left, Livingston was on the escort committee for U.S. Secretary of Labor Willard Wirtz, left, at a Building Trades conference; at lower right, he joins a convention platform discussion with then General President M.A. Hutcheson and Second General Vice President and now General President Patrick J. Campbell; below, Livingston follows convention proceedings with retired Representative Clarence Briggs and Retired General Treasurer Peter Terzick.

L-P Financial Decline Continues, As UBC Maintains Strike and Boycott

L-P's recently released 1985 annual report to its shareholders provides the details that document L-P's continued profit decline, dating back to the beginning of the UBC strike and boycott of the forest products company. The company's financial figures confirm the 39.5% drop in profits reported earlier in the industry and financial press. The income per share figures tell the story of a deteriorating profit picture during the period of the strike:

Income per share before non-operating and unusual items

1985	1984	1983
$.50	$.63	$.66

Business Week magazine's annual scorecard of company financial performance for the 1985 period also shows L-P lagging behind forest product industry competitors in nearly every financial category. The industry average for return on shareholders' equity, a key indicator of company profitability, was 8.2%, double L-P's 3.4% performance. The company's profit margin for the fourth quarter of 1985 was a meager 1.7%.

• *General President pledges continued effort against L-P*

At the annual convention of the Western Council of Lumber, Production, and Industrial Workers held recently in Sacramento, Calif., UBC General President Patrick J. Campbell reaffirmed the Brotherhood's commitment to the fight against L-P. Campbell told the delegates that "L-P has embarked on a calculated plan to destroy the livelihoods of every worker in the Pacific Northwest forest products industry. The fair work standards in this industry are the result of years of struggle, and we will not let L-P turn back the clock on working men and women in this industry, no matter how hard it may try."

President Campbell presented Western Council Secretary James Bledsoe with a check for $50,000 for the striking L-P workers. The money was the initial installment of the funds collected from U.B.C. members and locals throughout the country following Campbell's request for aid for the strikers. Locals and members throughout the country responded with generous pledges of support for the strikers.

• *Corporate campaign and boycott activities intensify*

With the spring building session bolstered by declining home mortgage interest rates, UBC members are urged to survey and identify home construction sites in their areas on which L-P products are used. The major market for L-P's waferboard product is in the residential construction market which is experiencing an upturn at this time. L-P boycott handbills have been developed and are available from the General Office for use at new home sites where L-P products are found. The handbill informs the public of the dispute with L-P and urges that they not purchase homes in which the struck products are used.

• *Forest Product Executives meeting handbilled*

For the second year in a row, UBC members from the Bay Area, Calif., District Council of Carpenters demonstrated at the annual meeting of the Western Wood Products Association in protest of L-P union-busting labor practices. The gathering of hundreds of executives from the forest products industry provided a good opportunity to convey the Brotherhood's determination to fight L-P and any other company adopting a similar labor relations posture. Bay Area Carpenters Executive Secretary Jim R. Green reported that several thousand handbills were distributed to attendees over the course of the convention.

• *Environmental actions against L-P at Colorado plant*

L-P is experiencing continuing difficulty in Colorado, where its two waferboard mills have been under constant attack by local civic groups and regulatory agencies due to the pollutants being emitted from their mills. In February of this year, L-P received its second letter of revocation for the air emission permits it holds for the two mills. The Brotherhood participated in the hearing last year concerning the initial permit revocation. Challenges to Forest Service proposed timber sales have also prevented L-P's cutting of federal timber in the area to date.

• *L-PWJC members to attend L-P shareholder meeting*

At *Carpenter* press time, the L-P Workers for Justice Committee was finalizing plans for attendance at the L-P annual shareholders meeting to be held in Panama City, Fla. A proxy solicitation of L-P shareholders is being conducted to inform the shareholders of the status of the strike and several other issues relating to L-P's operations. The committee is composed of striking L-P workers who hold stock in the company. Over four million proxy votes were received by the committee last year in conjunction with its solicitation.

General Executive Board Member E. Jimmy Jones is coordinating the picketing and handbilling activity to be conducted at the meeting which will be attended by dozens of UBC members and a delegation of striking L-P workers.

• *Merrill-Lynch questioned on L-P stock ownership*

The Chairman of the board of Merrill-Lynch Inc., one of the largest securities companies in the country, was challenged at the company's April meeting of shareholders regarding its ownership position in L-P. Available data indicates that Merrill-Lynch holds over four million shares of L-P stock on behalf of clients. The stock represents approximately 15% of the outstanding stock of the company. Merrill-Lynch is recognized as the lead stock analyst on L-P's stock and has maintained a "Buy" recommendation on the stock since June 10, 1983, 10 days prior to the initiation of the lumber workers' strike. L-P's $.50 per share earnings for 1985 noted above contrasts sharply with Merrill-Lynch's initial 1985 earnings projections for L-P of $5.00 per share.

Washington Report

1985 CONTRACTS AVERAGE LOW

Major collective bargaining contracts settled in private industry during 1985 provided average wage adjustments of 2.3% in the first contract year and 2.7% annually over the life of the contract, the U.S. Department of Labor's Bureau of Labor Statistics reported. The first-year average was the lowest for any year since the series began in 1968. The last time the same parties bargained (generally two to three years ago), average wage adjustments were 3.9% in the first contract year and 3.7% a year over the contract life.

The Bureau's major collective bargaining agreements series for private industry covers 7.0 million workers in bargaining units with at least 1,000 workers. In addition to data on settlements reached in 1985, this report includes information on wage changes effective in the year that resulted from the new settlements, agreements reached in earlier years, and cost-of-living adjustments.

RIGHT-TO-KNOW BILL

Senator Howard Metzenbaum (D-Ohio) and Senator Robert Stafford (R-Vt.), the ranking Republican on the Senate Labor Committee, have introduced "right-to-know" legislation in the Senate (S. 2050) which would identify and notify workers who are at high risk of disease because of on-the-job exposure to toxic substances.

A companion bill in the House (H.R. 1309) is awaiting action by the Education and Labor Subcommittee on Health and Safety.

The legislation could save thousands of workers from early death and would provide insurance incentives for the early detection and treatment of occupational disease. The measure enjoys bipartisan support and has a good chance of passage this year.

In related action, H.R. 3090, which would establish a compensation system for occupational disease victims, is moving toward a committee markup. The bill would create a federal compensation insurance fund and would open the way for victims of asbestos and other job-related diseases to file claims for compensation.

STRONG HOUSING PACE

With mortgage interest rates at their lowest level in seven years, builders broke ground on new units at a seasonally adjusted annual rate of 2,088,000 during January, the strongest building pace recorded in the past two years, the Commerce Department recently reported.

"In many areas of the country, we have all the ingredients that will keep new construction and home sales at a high level nationally for most of 1986," said David C. Smith, president of the National Association of Home Builders. "Fixed rate mortgages are approaching single digits, inflation remains under control and the economy is still growing, creating new jobs and increasing real incomes of potential home buyers who want to upgrade their existing housing."

Single family homes were started at an annual rate of 1.35 million during January, up 24% from December—the highest rate since February 1984. Multifamily units were started at an annual rate of 735,000, up 3% from the previous month. Regionally, starts rose 28% in the Northeast, 22% in the Midwest, 17% in the South and 2% in the West.

February starts dropped slightly to 1,990,000 new units. Analysts consider the decline a small setback and note the level of building activity is up 22% from last year.

LONGSHORE COMPENSATION

New regulations maintaining protections for injured maritime workers and their families and at the same time tightening eligibility procedures became effective Jan. 31, 1986, the U.S. Labor Department announced.

The final regulations provide not only for the continued provision of workers compensation benefits, but also give employers, insurers, and the Department of Labor the means to better control program costs and abuses.

Procedural changes to help assure that benefits are paid only to those entitled to them include: a more timely settlement process; in specific situations, barring the participation in the program of health care providers and claims representatives who have committed specified fraudulent acts; and modification "second injury" claims rules.

LABOR RIGHTS UPHELD IN BILL

New legislation to link the importation of foreign products with fair labor standards and respect for trade union rights by the exporting nation was commended by top U.S. labor officials and economic experts at a Capitol Hill conference.

The bill, called the Fair Trade and Economic Justice Act of 1986, was unveiled at the one-day conference on Labor Rights and the Trade Debate in the Rayburn House Office Building. The conference was sponsored by a broad range of unions, human rights groups, and members of Congress.

AFL-CIO President Lane Kirkland said the federation "welcomes legislation linking the granting of trade preferences and investment incentives to a country's respect for labor rights."

Legislation Against 'Double Breasting' Introduced in U.S. Senate by D'Amato

Alfonse D'Amato, New York Republican, has introduced in the U.S. Senate a bill to limit the practice of "double breasting" in the construction industry. Called the Construction Industry Labor Law Amendments of 1986, or Senate Resolution 2181, the bill is a companion to House Resolution 281 introduced by Congressman William Clay of Missouri.

Senator D'Amato's bill grew out of a recent meeting of the New York legislator with UBC General President Patrick J. Campbell and the resident officers.

A major provision of the proposed legislation would outlaw a practice employed by some construction contractors of establishing both union and non-union operations and circumventing contractual relations with Building and Construction Trades unions with the non-union arrangement.

As Senator D'Amato told the Senate when he introduced S.2181 on March 11, "Occasionally, employers set up separate subsidiary corporations for the purpose of bidding on construction work on a non-union basis, and its divisions may compete against each other for the same work. Under these circumstances, employers can shift work previously performed under a collective bargaining agreement to the non-union affiliate corporation."

"When employers form a new, non-union subsidiary to perform exactly the same work as a unionized subsidiary, the company violates the law if it refuses to apply the collective bargaining agreement to both operations. Otherwise, they are permitted to freely circumvent their collective bargaining agreements by setting up another company."

Another portion of the D'Amato bill would amend the National Labor Relations Act, Section 8(F), to grant lawful, pre-hire agreements the binding status of agreements already reached with a majority representative.

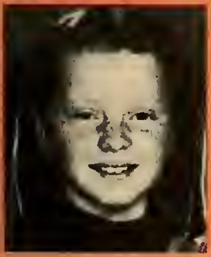
Under present law, pre-hire agreements may be repudiated by employers after they have taken full advantage of their benefits. These agreements enable employers to learn labor costs for placing bids and provide them with a readily available supply of skilled workers from hiring halls. This bill would assure that pre-hire agreements be treated as binding until a democratic election shows that the union has lost its majority support.

Under the NLRA, as amended, pre-hire agreements recognizing the union as the collective bargaining representative for the workers and establishing wages and working conditions may be signed before the workers to be covered by the contract are hired. There are logical reasons for this. The transient nature of construction work differs, for example, from factory work performed by a stable set of employees in a fixed location over long periods of time. Due to the very nature of construction projects, workers may work on several different projects for several different employers in a given year.

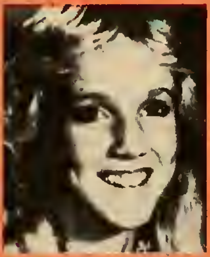
Problems, however, have arisen. Entering a pre-hire agreement is strictly voluntary. If the agreement is not recognized by the employer, the workers or the union must seek recognition by petitioning the NLRB for an election. Since many projects last only for a few months, the NLRB often will not conduct a representation election. Further, the National Labor Relations Board and the courts have permitted employers to repudiate their pre-hire agreements. This legislation is necessary in order to fulfill the congressional intent of the NLRA's special provisions for collective bargaining in the industry and the unique characteristics of the industry.

Missing Children

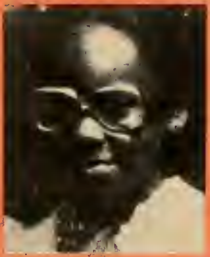
If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5678



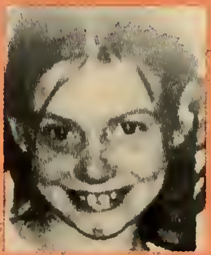
ANN GOTLIB, 15, has been missing from her home in Kentucky since June 1, 1983. She has curly auburn hair and grey eyes.



ELIZABETH ANN MILLER, 16, has been missing since August 16, 1983, from her home in Colorado. She has blond hair and green eyes.



TOYA HILL, 12, has been missing from her home in Maryland since March 24, 1982. She has black hair and brown eyes.



TRICIA KELLETT, 12, has been missing from her home in Illinois since May 7, 1983. She has blond hair and blue eyes.

LEGISLATIVE UPDATE

GOP Labor Record in Congress Leaves Much to Be Desired

The United Brotherhood has Republican voters in its ranks, members who have voted the Republican ticket in a family tradition and members who have supported GOP policies on particular issues.

A former general president, William Hutcheson, was a registered Republican and was mentioned at one point as a candidate for the U.S. vice presidency. The UBC has Republican friends in Congress who have voted "right" on issues of concern to our members and their constituents.

But, at times, we wonder in which direction the Grand Old Party is headed. We look at a recent rundown of House and Senate votes on major issues concerning labor, published by the AFL-CIO's Committee on Political Education, and we find that the GOP's anti-worker record is bad and must be considered between now and the November 4 elections.

The following list shows how GOP legislators voted in 1985 on seven key issues in the House and seven additional issues in the Senate. W is for "wrong," and R is for "right."

HOUSE

1. **Plant closing**—Proposal merely would have required firms planning to padlock plants and abandon their workers and communities to (1) give adequate notice to employees and (2) meet with employee representatives to explore for possible alternatives to closing doors. Overwhelming GOP opposition killed bill 208-203 on November 2.

GOP Vote: 159 W 15 R 90% Wrong

2. **Tax fairness**—In 1984, nearly 90,000 companies paid no federal income taxes. Democrats proposed a minimum tax on corporations so all would pay at least something. Proposal was beaten 283–142 on May 23.

GOP Vote: 177 W 1 R 99% Wrong

3. **Jobs for youth**—Republicans almost torpedoed bill modeled after highly successful Depression-era Civilian Conservation Corps to put jobless youths to work on needed conservation projects. But jobs-for-youth bill passed 193–191 on July 11.

GOP Vote: 148 W 18 R 89% Wrong

4. **Union rights**—House right-wingers tried to curb union lobbying and registration, political education, and get-out-the-vote programs among members. Plan defeated 233–186 on July 30.

GOP Vote: 160 W 16 R 90% Wrong

5. **Pay discrimination**—Proposal simply to make a study of wage and job classification discrimination in the federal work force based on sex, race, or national origin passed 259–162 over solid GOP resistance on July 30.

GOP Vote: 139 W 37 R 80% Wrong

6. **Job safety**—For years OSHA failed to issue a minimal sanitation standard for drinkable water and for adequate wash-up and toilet facilities for field workers. Democrats proposed to make sanitation standards a condition of farmer eligibility for federal agriculture aid. Defeated 227–199 on October 8.

GOP Vote: 168 W 10 R 90% Wrong

7. **Food for the poor**—Since President Reagan took office, Republicans slashed $7 billion from the food stamp program for the needy, which also helps feed the families of jobless workers. House Republicans proposed to cut program by a further $550 million. Defeated 238–171 on October 7.

GOP Vote: 153 W 23 R 87% Wrong

SENATE

1. **Jobless benefits**—Republicans killed a proposal, offered by one of their own, to extend supplemental unemployment benefits program for six months. Program's expiration cut off 400,000 workers and their families. April 3 vote was 58–34 against.

GOP Vote: 41 W 5 R 89% Wrong

2. **Wage protection**—Senate GOP proposed, and put through, plan to weaken long-standing Davis-Bacon law protections of wages and standards of workers on federally-financed construction projects. Proposal passed on 49–49 tie vote June 4.

GOP Vote: 39 W 12 R 76% Wrong

3. **Social Security**—Democratic effort to restore cost-of-living adjustments to Social Security recipients was defeated by Senate GOP, costing beneficiaries $220 a year—51–47 on May 9. (COLA was relstored at insistence of Democratic-controlled House.)

GOP Vote: 49 W 3 R 94% Wrong

4. **Health care cuts**—Democrats tried to restore $4.6 billion cut from basic Medicare, Medicaid health programs, but GOP votes sustained cuts in health aid to the elderly and the poor—54–44 May 9.

GOP Vote: 51 W 1 R 98% Wrong

5. **Aid to education**—Democrats proposed to restore funds slashed from popular Head Start program for disadvantaged children and from major education programs for handicapped and disabled. GOP votes shelved proposal 50–47 on May 9.

GOP Vote: 47 W 4 R 92% Wrong

6. **Public health**—Superfund toxic dump clean-up proposal included payment of medical expenses to citizens victimized by dump-site toxic substances. GOP opposition defeated provision 49–45 on September 24.

GOP Vote: 40 W 11 R 78% Wrong

7. **Importing workers**—Despite high unemployment here, Senate GOP pushed measure to import 350,000 foreign agricultural workers, threatening jobs of U.S. migrant workers. Passed 51–44 on September 17.

GOP Vote: 36 W 15 R 71% Wrong

Gramm-Rudman Makes No Sense

Since December 12 the Gramm-Rudman Balanced Budget and Deficit Control Act has been the law of the land. During that same period of time, the 1987 deficit projection has shrunk from well over $200 billion to $178 billion, and neither President Reagan nor Congress has lifted a finger to achieve these savings.

What's happening then? Does this prove that Gramm-Rudman works?

"No: in fact, the wild swing in deficit projections illustrates one of the the biggest dangers of Gramm-Rudman," says Congressman Mike Lowry, Washington State Democrat.

"Our economists, despite their best efforts, simply don't have a crystal ball to reveal the exact level of economic growth, interest rates, inflation, and unemployment which are necessary to project the deficit. Each of these factors is central to determining the deficit.

"A wrong guess of just one percentage point on 1987 interest rates, for example, would add another $10 billion to the deficit. When was the last time you or anyone else knew the level of interest rates next month yet alone next year? Imagine the fix we all will be in if these assumptions prove to be too optimistic and, despite good faith actions on the part of the White House and Congress to meet the $144 billion deficit ceiling for 1987, we find ourselves $25 or $30 billion short in October and trigger Gramm-Rudman automatic cuts.

"For these and other policy reasons, I worked from the very start to defeat or at least drastically modify this mindless proposal. Despite some positive changes in the final version, I voted against Gramm-Rudman because it represents a fundamental shift of power to the president and takes a meat-ax approach to the one-quarter of the budget not exempt from Gramm-Rudman cuts. Gramm-Rudman vests extraordinary power in unelected officials in agencies which are no more than acronyms to most citizens: OMB, CBO, and GAO.

"Gramm-Rudman makes no sense because it fails to address the single biggest reason for the budget deficit: the excessive and inequitable tax cuts of 1981. The 1981 tax cuts, even after the 1982 tax increases, have cost $456 billion over the last 5 years. The doubling of military spending further aggravated the problem despite cuts in domestic spending.

"Further, the across-the-board automatic cuts triggered by Gramm-Rudman do not make any distinction between high and low priority programs. This approach penalizes worthy programs along with the wasteful ones. Housing for low-income Americans, the homeless, the elderly, and the handicapped will be vulnerable to deep cuts, but tax deductions for vacation homes will not be touched. And when you effect these cuts in housing, keep in mind that also means a loss of jobs, *construction jobs*. Meals-on-Wheels for the elderly will be vulnerable, but tax deductions for business meals and entertainment will be protected."

Labor News Roundup

Coalitions for America fights unions

A movement based on putting together right-wing power—called Coalitions for America—has jumped into the Congressional fight to prohibit unions from "the use of compulsory union dues for political purposes."

The letterhead shows that the group is really a coalition of coalitions: the Kingston Group, Library Court, Stanton Group, 721 Group, Carroll Group, as well as the Jewish/Conservative Alliance.

The Stanton Group is headed by Henry "Huck" Walther, former head of membership services of the National Right to Work Committee and also executive vice president of the U.S. Defense Committee, General Daniel Graham's organization behind his "High Frontier" satellite project which is involved in lobbying for SDI.

The Coalition president is Paul M. Weyrich, head of the very active 10-year-old Committee for the Survival of a Free Congress. Interesting supporters include the Gun Owners of America, run by Lawrence D. Pratt, who has worked for numerous right-wing causes and the Citizens Committee for the Right to Keep and Bear Arms.

MTD call to protect offshore construction, production

President Frank Drozak has called on Congress to include "Buy-American" language in any legislation dealing with offshore structures involved in the production of oil and gas.

In a letter to all senators and representatives, he urged that at least 50% of materials used for such structures be domestically produced and that the construction work be done by Americans.

Drozak said that "the advent of foreign government subsidization, below-cost pricing, and dumping has assured that virtually no new mobile drill rigs have been built domestically since 1982." He cautioned that unless Congress rectifies the situation, "this trend will continue while costing tens of thousands of jobs in our U.S. shipyards and related industries."

He pointed out that one mobile rig alone represents 425 direct jobs and more than 1,200 related jobs for American shipyard workers, steelworkers, and supply industry workers.

AFT scholarship in memory of Christa McAuliffe

The American Federation of Teachers has established a scholarship program at Maryland's Bowie State College in memory of Christa McAuliffe who died aboard the space shuttle Challenger. McAuliffe was to be the first teacher in space. She had been an AFT member for eight years, teaching in Prince George's County, Md., public schools while she earned a graduate degree at Bowie State.

URW urges restrictions on imported tires

Citing the decline in U.S. tire and rubber goods production and sales and the resultant loss of jobs, the United Rubber Workers Union urged Congress to place restrictions on imported tire and other rubber goods.

In a letter to all members of Congress, URW President Milan Stone called for passage of legislation "to effectively protect this once-thriving industry from the unfair deluge of imports which is like a growing cancer in our ntion."

Imports in the tire replacement market have grown from 8% to nearly 25% over the past decade, directly or indirectly resulting in the closing of 26 tire plants in the U.S. Stone pointed out that the URW recently received notice of more plant closings that will result in the loss of another 6,000 jobs, in addition to the 50,000 jobs lost in the rubber industry since the mid-1970s.

Stone said that "Americans deserve a level playing field with fair international trade practices." He urged that restrictions similar to those imposed on American goods by exporting countries be placed on rubber imports.

Videotaping job applicants is new twist

Many employers may soon be videotaping job interviews so they can make worker selections at their leisure, according to the Research Institute of America.

The institute tells of one franchiser of such interview facilities who has studios in 20 cities and charges $300 for a 20-minute tape. The franchised videotaping unit is given questions to ask the job applicants, and, when the tapes are completed, they're shipped to the client. The practice is designed to save travel costs and help decide close contests, says the institute's newsletter.

Scouts directed to check for union label

By now, every local council of the Boy Scouts of America has received an official publication called *Funding Capital Needs*. It has a section entitled "Involving Organized Labor" which gives direction relative to securing union made goods and services. Noting that "organized labor has done much to provide extra value in doing work for the BSA, both contractural and volunteer," it directs local Scout councils to "be equitable in their consideration of the opportunity for organized labor to provide goods, services, and construction." There follows a check list for identifying area union firms and involving them in the bidding/purchasing process.

NRW Committee attacks Boy Scouts, Statue renovators

The National Right to Work Committee is at it again. This time they are pressuring the Boy Scouts of America about the design for a new American Labor merit badge being worked out with unions. Susan Staub, Vice President of NRTWC, claims only 18.8% of the work force is unionized. The Committee also attacked the renovators of the Statue of Liberty for hiring only union help.

Employee owners in Virginia thriving success

You can't tell the citizens of a small Virginia town named Emporia that seamstresses lack enterprise. They had enough enterprise to take over an abandoned dress factory recently and make a thriving success of the closed-down plant. Although the women had no experience in financing a business, they got together and bought $100 shares in the project; a few could even afford to invest $1000. All together the women and their families invested $30,000 to get the plant humming again.

"They'll get it all back," said the elected plant manager. The new employer-owners agreed that at first they'd draw down $3.00 an hour and work 40 hours a week. That's a 20% pay cut until business picks up; and it started to pick up the moment they took over. Their spirits were raised tremendously when they unexpectedly got an order for 500 dresses from Youngland Fashions of New York. And Youngland plans to continue placing orders.

American Express

Continued from Page 4

stimulating the open-shop construction boom of recent years.

On the local level, American Express has recently joined Piedmont Associated Industries, a notorious anti-union outfit in the Greensboro, N.C. area for the past forty years. It appears that American Express wants to insure that once the facility is built non-union, it will also be operated that way.

MEMBERS URGED TO JOIN CAMPAIGN

UBC members throughout the United States and Canada are urged to let American Express know that Brotherhood members and their families will be "leaving home without American Express." Those holding American Express cards are urged to return their cards to the company with an appropriate message to the company's chairman. The example below, drawn from a letter from the UBC business agent in Greensboro, N.C., provides the mailing address for the company:

Mr. James D. Robinson III
Chairman and Chief Executive Officer
American Express Company
American Express Tower
World Financial Center
New York, New York 10285

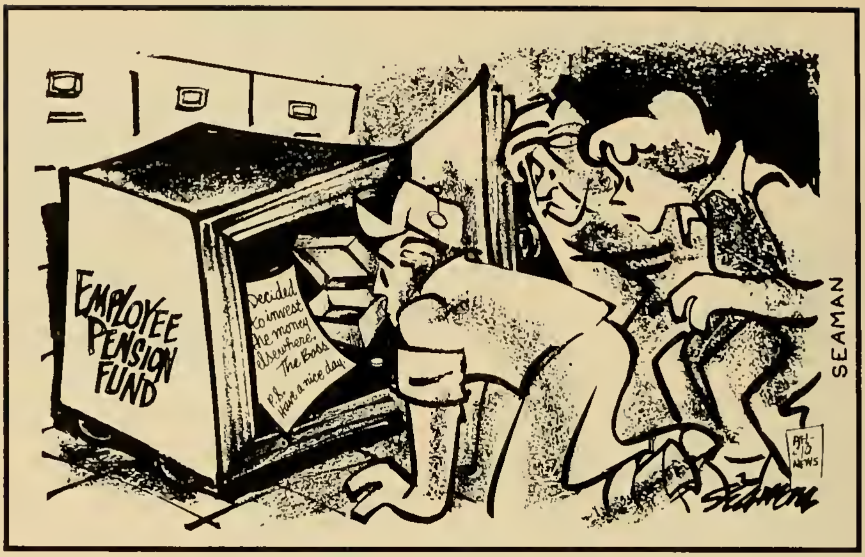
Dear Sir:

Please find enclosed the pieces of our card. For over two decades we've done business with American Express. We have encouraged our members and their families to do the same. No more.

In the corporate sector as well as the private one, your word is your bond. That is a truth, and truth does not change or alter due to circumstances or influence. It is a constant.

Another constant is what occurs when that bond is broken. Whether it is the word of a nation, a business or an individual, the result is decline.

Wherever and whenever possible, our members and officers will let other members know just how unreliable your company's word has been proven to be. Our young adults will be encouraged to consider cards from all competitive firms before choosing. The various churches and organizations our members chair, attend and financially support will also be asked to consider carefully your actions in using unfair construction contractors before renewal with your company is effected.


EMPLOYEE PENSION FUND
Decided to invest the money elsewhere. The Boss
P.S. Have a nice day
SEAMAN

all the non-union contractors to whom you've awarded the contracts on the Greensboro, N.C., Customer Service Center job will be able to take up the slack from the business the UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL UNION 2230, and friends used to award you.

Sincerely,
Business Representative &
Financial Secretary-Treas.

UBC

GOOD TOOLS
make hard work easier!
PROFESSIONAL DRYWALL
VAUGHAN
Milled Face
No. WB 16" handle
No. WBS 13½" handle

Take the new Vaughan Wallboard Tool, for example.
Its striking face is ground flat on top, allowing you to strike nails close to inside corners without marring adjacent surfaces. Full-polished head is angled to handle for extra hand clearance; striking face is milled to give a roughened surface for good topcoat bond. Choose 13½" or 16" hickory handle.

We make more than a hundred different kinds and styles of striking tools, each crafted to make hard work easier.

Make safety a habit. Always wear safety goggles when using striking tools.

VAUGHAN
VAUGHAN & BUSHNELL MFG. CO.
11414 Maple Ave., Hebron, IL 60034

For people who take pride in their work ... tools to be proud of

Canadian Industrial Conference Delegates Discuss Pension Plans, Industry Technology

President Campbell opened the conference with a call for coordinated action in this convention year. At the table, First General Vice President Lucassen, 10th District Board Member Ron Dancer, and 9th District Board Member John Carruthers.

Among the speakers, from left: Eric Hautala, secretary, North Ontario D.C.; Wilf Warren, president, Local 2564, Grand Falls, Nfld.; Walter Oliveira, secretary, Ontario Industrial Council; and Representative Claude LaFontaine, financial secretary, Local 2817, Quebec.

Representatives of UBC industrial locals throughout Canada assembled in Toronto, Ont., March 20, 21, 22, to plan a comprehensive program for the months ahead.

General President Patrick J. Campbell opened the conference by telling the 46 assembled delegates about new ways in which the General Office is responding to the problems and challenges facing the Brotherhood's industrial membership. He stressed that new responses are needed because of the many changes taking place in our industries.

Following the General President's address and a report on the work of the Industrial Department from Michael P. Fishman, a presentation on the need for union involvement in the administration of members' pension plans was given by Gordon Manion, a pension consultant to UBC Canadian local unions.

Other conference sessions covered how to research companies and devise appropriate strategies for bargaining and organizing, and in-plant tactics unions can use to support bargaining efforts. Both sessions drew on innovative new tactics being developed by the UBC's Special Programs and Industrial Departments.

First General Vice President Sigurd Lucassen conducted a special meeting of mill-cabinet representatives to view audio-visual materials, showing the new technology being introduced in the industry. Representatives discussed how best to handle the effects the new technology is having on UBC members and the need for greater cooperation between the Brotherhood's construction and mill-cabinet sectors.

The delegates also previewed the UBC's new audio-visual program for collective bargaining committees. The delegates offered comments and suggestions which will be incorporated into the final version of the program which will be available in several months.

The final workshop of the Conference, conducted by professor William Gilsdorf of Concordia University in Montreal and Denny Scott, the UBC's collective bargaining specialist, introduced new approaches to getting members constructively involved in the union.

In closing the conference, First General Vice President Lucassen emphasized the need for a commitment to membership service and to looking at new approaches such as those presented at the conference so that, despite the many changes in our industries, UBC members continue to receive the best service and best contracts possible.

Participants in the conference included:

Lou Bradley, Local 1338, Charlottetown, P.E.I.; Wilf Warren, Local 2564, Grand Falls, Nfld.; Roger Nault, Local 2612, Pine Falls, N.B.; Gordon Asmundson, Local 2612, Pine Falls, N.B.; Gerald McClure, Local 2399, Maniwaki, Que.; Paul LeBlanc, Local 802, Windsor, Ont.; William McGillivray, Local 1569, Medicine Hat, Alta.; Corby Pankhurst, Local 846, Lethbridge, Alta.; Jack Thomas, Local 2103, Calgary, Alta.; John Murphy, Local 3002, Airdrie, Alta.; Lloyd Zulof, Local 2191, Calgary, Alta.; Jan Andersen, Local 2410, Red Deer, Alta.; Walter Rosenberger, Local 1325, Edmonton, Alta.; Denis Auger, Local 2921, Shippegon, N.B.; James Barry, Local 2450, Plaster Rock, N.B.; Eric Hautala, Local 2693, Thunder Bay. Ont.; Lloyd Szkaley, Local 2693, Thunder Bay. Ont.; Claude Sequin, Local 2693, Thunder Bay. Ont.; Norman Rivard, Local 2995, Kapuskasing. Ont.; Ray Boisseneault, Local 2995, Kapuskasing. Ont.; Ron Ferguson, Local 506, Vancouver, B.C.;

Continued on Page 23

Ottawa Report

CONSTRUCTION 4-YEAR HIGH

The bullish mood of consumers in 1985 boosted construction in Canada to the highet level in four years.

Improvements in the market for new houses and buoyant retail sales produced strong gains in both residential and commercial construction in 1985, a recent survey shows.

Residential starts were up 20% and commercial starts rose 17%, according to the survey by Canadata, a division of Southam Communications Ltd. Southam Communications is a unit of Southam Inc. of Toronto.

By region, Ontario showed a strong lead in housing starts, with a 40% increase from 1984. Manitoba was up 16%, and Alberta and British Columbia both showed 14% gains, while a 3% decline occurred in Quebec and Saskatchewan.

Based on last year's strong performance, growth this year should continue at a healthy and stable pace.

QUEBEC LABOUR LAWS

Quebec's major labour organizations have welcomed the recommendations of a commission set up to revise the province's labour laws.

Louis Laberge, president of the Quebec Federation of Labour, said the provincial government should act quickly to implement the 111 recommendations made public January 20 by a commission headed by Judge René Beaudry, thereby appreciably improving Quebec's labour relations climate.

Laberge particularly stressed the importance of the commission's main proposal, that Quebec establish a labour relations board that could quickly resolve union-management disputes, instead of having the two sides appear in court.

Under the current system, more than 40,000 employees have been waiting for months, and sometimes years, to be certified, Laberge said.

But the commission should also have endorsed the concept of multi-employer bargaining to improve the chances of small business employees joining trade unions, Laberge said.

Quebec's other central labour bodies have also endorsed the Beaudry report, but employer groups have criticized its recommendations as being too "pro-union."

HIGHLIGHTS OF BUDGET

Some highlights of Finance Minister Michael Wilson's second budget, designed to bring the federal deficit down to $29.5-billion from $34.3-billion include:

- Another $100-million cut from major federal job and training programs for next year. The cut, which will apply to the 1987–88 fiscal year, follows a $200-million cut for 1986–87.
- A 3% surtax on personal income taxes starting July 1986. (For high-income earners, this will be in addition to the surtax imposed in the May 1985 budget. That surtax expires at the end of the year.)
- Federal sales tax will increase by one percentage point as of last month.
- The tax on a package of 25 cigarets will rise in two stages by about 8¢.
- Consumers will see increases of about 12¢ on a 710-millilitre bottle of liquor. 6¢ for a case of 24 beer, and 1¢ on a 750-millilitre bottle of wine.
- Starting in the 1986 tax year, families and individuals with an annual income of less than $15,000 will be able to file for a sales tax rebate of $50 per adult and $25 a child.
- A 3% surtax on corporations' federal tax payable replaces a 5% surtax in January 1987. But over three years starting July 1987, corporate tax reductions will be phased in.
- Businesses lose their 3% inventory allowance.
- Montreal and Vancouver have been designated international banking centres.
- A $700-million mortgage program is being set up to help farmers.

TEXTILES NEED PROTECTION

Sixty thousand jobs could disappear if the government does not increase federal protection of the clothing industry. This was predicted by the government's textile and clothing board in a recent report.

The report concluded that, although the restraints on imports cost every Canadian $14 a year in higher prices, the loss of jobs would be a greater hardship for workers.

Since 1981 Canadian textile and clothing industries have lost 24,000 jobs in Ontario and Quebec because of increased imports. Low-cost imports hurt Canadian producers, and the board suggested the government pursue more rigid country-to-country agreements to keep the industry stable.

MORATORIUM ON TAXATION

Finance Minister Michael Wilson has announced that the moratorium on the taxation of northern benefits would continue until the end of 1986. The remission affects housing and travel benefits for employees in northern regions of Canada, due to the unique economic and social conditions there.

The new policy on the taxation of northern benefits was developed in consultation with representatives of the groups affected, he said.

"The new regime will go into effect Jan. 1, 1987, allowing time for individuals affected to express their views on the proposed measures before they are implemented," Wilson said.

Owner/Operators of Canada's Forest Products Industry Must Have Union Representation, Say Delegates to First Meeting Of UBC Canadian Forest Products Board

Group won't endorse herbicide spraying

The new Canadian Forest Products Board, established a few months ago as an adjunct to the International Forest Products Conference, held its first meeting March 19 in Toronto, Ont., preceding the Canadian Industrial Conference. It tackled an array of pressing issues. Representatives of the five provinces where lumber and sawmill workers are employed joined with seven delegates appointed by the General President to plan future activities.

The board expressed concern over the growing number of so-called owner/operators employed in the woods like independent contractors—workers who are not protected by union contracts and who tend to lower the pay and the benefits of salaried workers by their independent arrangements with company management.

In certain areas, most notably Northern Ontario, unions have dealt with the problems by including owner-operators under collective bargaining agreements. In other areas unions have not been so successful in bringing owner-operators under the protection of union representation.

The board members were also concerned with two matters related to the use of chemicals in the forests. Some provincial agencies are considering the use of herbicides to defoliate the forest floor so that workers and heavy equipment can move about more easily during logging operations. After a long discussion, the board concluded that, because of possible hazards and a lack of demonstrated need, it could not endorse herbicide spraying. Herbicide spraying includes the use of 2,4-D, the chemical found in Agent Orange, which has been widely condemned because of its use as a defoliant in Vietnam and its possible harmful effect on soldiers who came in contact with it.

There was also a discussion of the use of insecticides. The group heard from Larry Lambert of the Ontario Department of Natural Resources on the province's spraying program which is largely aimed at eliminating the spruce budworm and other pests. The budworm is a larvae which is destroying much northern timber. Representatives of the UBC's safety and health department participated in these discussions and joined in recommending that the aerial spraying of insecticides be continued. The Board felt that such spraying is essential to protect the lumber industry. It recommended that bacterial, or BT, spraying should be used near populated areas, with chemical sprays being relegated to areas where there is less chance for human contamination.

The board also spent some time planning an organizing drive in the Canadian lumber industry and discussing the problems of organizing in remote areas of some of the provinces.

Larry Lambert of the Ontario Department of Natural Resources discusses the province's spraying program.

Participants in the initial meeting of the Canadian Forest Products Conference Board included:

Eric Hautala, Local 2693; Gordon Asmundson, Local 2612; Raymond Boissonneault, Local 2995; Gerald McClure, Local 2399; Denis Auger, Local 2921; James Barry, Local 2450; Raymond Horth, Local 2817; Norman Rivard, Local 2995; Wilfred Warren, Local 2564; Fred Miron, Northern Ontario D.C.; Roger Nault, Local 2612; General Executive Board Members John Carruthers and Ronald Dancer; and members of the International staff.

Board members assembled for their first official picture, below left, and in a regular session, below right.

LOCAL UNION NEWS

Southern California Tradesmen Enlisted for Veterans Memorial

When Ventura County, Calif., officials decided they wanted a Veterans Memorial at the County Government Center, they knew where to turn for help. Area building tradesmen were enlisted to help construct the monument and it was dedicated last Veterans Day. The volunteer workers are pictured above left. From left are Joseph N. Duran, financial secretary, Local 2015, Santa Paula; David Garcia, Local 2015; Richard Talmage, Local 2463, Ventura; Randy Southerland, business representative, Ventura District Council; Manuel Melendez, Local 2015; Ed Evans, Local 2015; Eddie Cruz, president, Ventura District Council; Joe A. Duran, Local 2015; Louis Price, conductor, Local 2042, Oxnard; Ruben Diaz, landscaper; Gilbert Gonzales, concrete contractor; Cliff Butler, retiree, Local 2015; Sam Heil, executive secretary, Ventura District Council; and Bob Snelgrove, trustee, Local 2463. Not pictured were James Kelley, president, Local 2463; and Javier Gonzales, Local 2463. The completed memorial is pictured above right.

TMI in North Dakota Goes 86% in '86

Due to the efforts of union members at TMI in Dickinson, N.D., 20 more employees just became members of Local 1091, Bismarck, N.D. The union now represents approximately 86% of the production workers at the cabinet shop at TMI, and Business Representative Dale E. Jones says the union members are going to keep pushing for 100% union participation. TMI manufactures cabinets and laminated tops.

Pictured, front row, from left, are Dan Meier, Lorin Riedl, LeRoy Frank, Kevin Zastoupil, John Dennis, Earl Novotny, Sharon Leach, and Darlene Olsson. In the second row, from left, are Adeline Klein, Mardella Rohde, Evelyn Krebs, Sharon Stimac, Betty Knaup, Carol Heidecker, Marie Roll, and Violet Pesheck. In the third row, from left, are Vince Bren, Keith Lantz, Joel Kadrmas, Jim Erdle, Scott McNeil, Roger Portscheller, Adam Klug, Vick Frank, and Chet Kadrmas. In the back row, from left, are Ken Heidecker, Dave Grossman, Jim Karcky, Dan Sticka, Alan Alpert, Albert Myron, Randy Bren, Bob Van Eechout, and Tom Frenzel.

Project Boots Aids Afghan Freedom Fighters

American labor unions are lending a hand to Afghan freedom fighters through the Phoenix, Ariz., based "Project Boots," a joint project of the United States Council for World Freedom and the Committee for a Free Afghanistan designed to provide the Afghan freedom fighters with used but serviceable boots of the type worn by construction workers, hunters, and the military. Veterans organization such as the American Legion and the Veterans of Foreign War, in addition to the National Rifle Association, are also asking their members to contribute.

Many Afghan fighters have no supplies and can only get boots by taking them from wounded or dead Russian soldiers. "Project Boots" is shipping any boots that are still serviceable abroad.

UBC members in various parts of the country have responded with assistance. In St. Louis, Mo., the District Council has set up a box in Carpenters Hall for those who wish to drop boots off. Local unions have also been asked to try and collect boots from members and bring them in. Apprentices in Phoenix, Ariz., have made another kind of contribution; they made the pallets for the boxes that are used to ship the boots and other supplies to the Afghans and are lending a hand with the packing.

Send boots and related items, your tax deductible contribution, or for more information to: United States Council for World Freedom, 3003 W. Northern Ave., Suite 4, Phoenix, AR 85021.

Sisters' Senior Center in Coos Bay

A 72-unit senior citizens' retirement center is being built by the Drake Construction Co. in Coos Bay, Ore., this year. The center, to be called Evergreen Court for Retirement Living, is being constructed by members of Local 1001, Coos Bay, and will be owned and operated by the Sisters of Mercy.

Pictured, left, is the east wing of the new center. It will be connected to the west wing by a common section which is under construction in the foreground.

Pictured above is Rick Kent, a Local 1001 member, laying out unit framing.

UBC Victory at Dunbar Furniture

UBC Local 2690 membership grew by nearly 150 when Dunbar Furniture Inc. employees voted for United Brotherhood representation late last September. The Fort Wayne, Ind., operation produces executive class office furniture.

Pictured, above left, are the victorious negotiating committee members. Front row, from left, are Karen King, Ann Cornewell, Leroy Stangle, and Flo Bauer. Back row, from left, are International Representative Dean Beck, Jill Ross, Audrey Hurlburt, Karl Doehrman, and Darlene Geyer.

Pictured, above right, are Dunbar employees celebrating the election results.

Indiana Hydroelectric Dam Gets Face Lift

Members of Carpenters Local 215, Lafayette, Ind., recently completed phase two of the concrete face-lifting project on the Oakdale hydroelectric dam, located in northern Carroll County. The dam's three large floor generators, one of which is pictured in the rear of the photograph, produce power for the local area. The Oakdale dam also forms Lake Freeman, producing a fine fishing and recreational area for both vacationers and local residents. Local union members completing the project, front row, from left, are Greg Moore, Robert Anderson, and Jerry Myers. Back row, from left, are Dean Roth, Joseph Basile, and Lee Martin.

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Court Says Calling This Contractor A Scab Is Not Libelous Usage

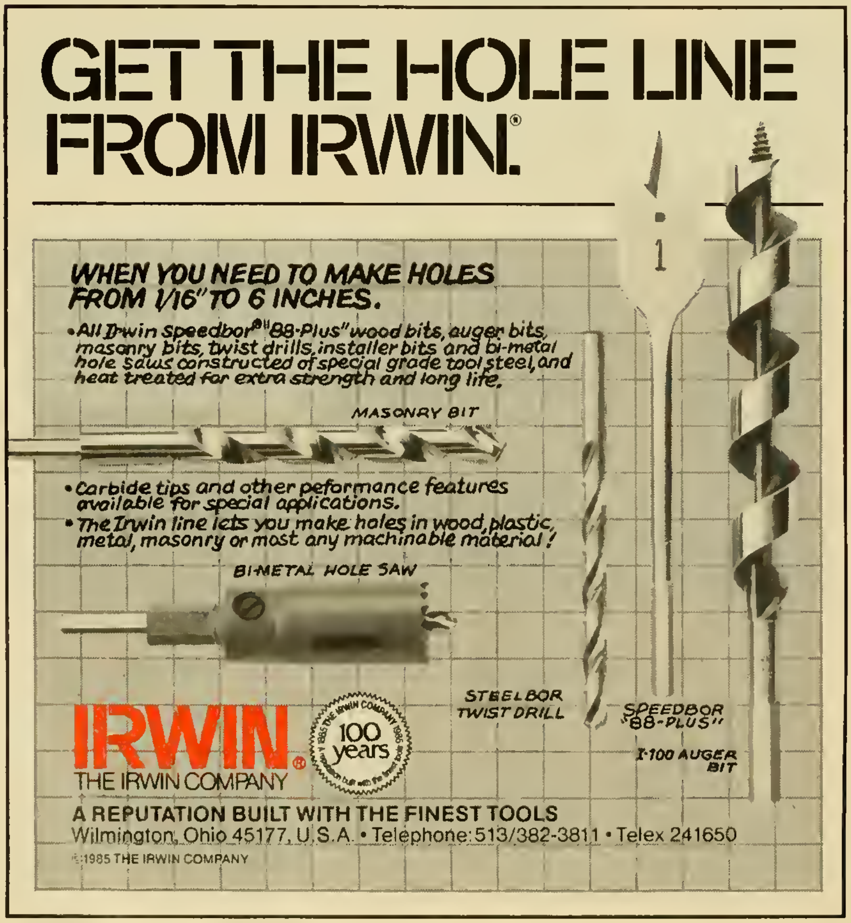
The use of the word "scab" to describe a non-union contractor who hired workers at substandard rates of pay is not libelous, according to the First Circuit Court. Affirming a grant of summary judgment in favor of Carpenters Local 475 of Framingham Court, Mass., the court holds that the word, although unpleasant, was literally correct.

The lawsuit was filed by Howard W. Barss, the owner of an open shop construction firm that paid wages and benefits considerably below those set by union contracts. In May 1983, Local 475 set up a picket line with the following legend on the signs: "HOWARD BARSS IS an officer of H. W. Barss Co. Inc. H.W. Barss Co. Inc. is A SCAB contractor. Carpenters Local Union #475." The words in capital letters were arranged so that the dominant message was "HOWARD BARSS IS A SCAB."

Barss alleged that the picket signs were defamatory in that they held him up to "contempt, hatred, scorn, and ridicule." He also charged that as a community leader involved in many charitable activities, he was injured in his personal and business reputation by the attacks on his integrity.

The First Circuit agreed with a lower court that the element of falsehood needed for a libel claim is missing. Chief Judge Torruella explains that in the context of a labor dispute the statement did not constitute the essential falsehood needed to establish liability.

"A common definition of 'scab'," the court says, "is a person who works for lower wages than, or under conditions contrary to, those prescribed by a trade union. In his deposition Barss admitted that his company had employees who were paid well below the union rate and who did not receive health insurance or pension benefits. He admitted that the picket signs basically complained that Barss was not paying the union standard wage rates in the area. While he felt that a scab was a low-life scoundrel, he did admit familiarity with the term in its classic labor dispute applications." Chief Judge Campbell and Judge Breyer joined in the court's opinion.



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A Union Steward

A steward's job,
is a thankless job.
He's the center of attention
in an angry mob.
Riding the fence,
he's an arbitrator.
Agreements in hand,
he's a dictator.
With unsure footing,
a fabricator.

A steward must be
many different types of men.
Off the top of my head,
at least nine or ten.

A steward must be an arbitrator.
A steward must be a mediator.
A steward must be a shoulder to
cry on.
A steward must be sometimes a
peon.
A steward must be a
psychiatrist.epA steward must
be a psychologist.
A steward must be a concerned
preacher.
A steward must be an ardent
teacher.
A steward must be sometimes a
mother.
A steward must be, at all times, a
Brother.

All of these things and probably
more,
a steward must be, when he goes
through the door.
And at the end of the job,
there are no pats on the back.
At the end of the job:
no money sack.

A steward's job,
is a thankless job.
Time and attention,
it will rob.
The Business Agent's
representation,
is what he did entrust.
Why did "I" accept it?
Because, somebody *must.*

—*Jerry Gaskey*
Millwright Local #1043
Gary, Ind.

BOMB GROUP REUNION

The 494th Bomb Group of the 7th Air Force, which operated in the Pacific during World War II, and its support units are holding a reunion June 20–22, 1986, at the Marriott Hotel, North Charleston, S.C. Any veterans of these organizations are asked to write: Thomas E. Moseley, 53 Heaton Ave., Norwood, MA 02062.

Blueprint for Cure Campaign Rolls On In Many Areas

Contributions to the UBC's "Blueprint for Cure" campaign continue. Funds go to help the work of the Diabetes Research Institute Foundation and bring the new diabetes research center that much closer to reality. Recent contributors are:

James Allen, Christ Altergott, Howard Baumgartner, William Bennett, Lana J. Cantrell, Vernon Dahl, Mr. & Mrs. Francis M. Lamph, George H. Laufenberg, Robert Mathis, V. C. Mathis, William T. Nipper, James T. Parry, Angeline Sidari, and Louis Spatafore.

Local Unions 1507, 1509, 2162.

Lake Erie D. C. and Suffolk County D. C.

Local Unions 8, 1509.

Local Unions 80, 269, 1088, 1358, 1419, 3202.

Broward County D.C., Broward County Ladies Auxiliary 884, Broward County, PAC, Buffalo D.C.

Delegates to Canadian Industrial Conference.

Johnstown Building Trades Council and North Central Pennsylvania Building Trades Council.

Harry Cohen, John and Mary Jean Roehr, William and Susan Roehr.

Florida Conference of Carpenters Business Agents and Knights of Columbus #4608.

Barney DeSantis, Dennis M. Dyer, Jacob Vander Meulen, Lyle H. Pierce, John Poyer, Bill Shoehigh, Ronald Stadler, Kenneth L. Wade.

A donation in memory of George Eli Neff

A donation in memory of Randy Toothacher

Local Unions 320, 350, 515, 725.

William B. Hester, Ernest J. Piombino, De Armond Shadduck, Sherman Tennyson.

A donation in Memory of Helen E. Sackett

L. Vaughn Company

Local Unions 44, 144-L, 184, 2287, 2795, 3206.

Maumee Valley D.C. and South Jersey D.C.

Jerome J. Kearney, Arthur W. Keenan, Jon McPhail, Pat O'Connor
Edward Perkowski.

A donation in Memory of David R. Johnson, Sr.

Commonwealth Electric Co., Jax, Fl.

Delegates to the California State Council Convention and Delegates to the Western District Council Convention.

Optima Financial Corporation.

James A. Bledsoe, Billy H. Brothers, Mike Draper, Irvin H. Fletcher, Ronald D. Liggett, Larry W. Null, Willie Shepperson.

New York Fund Raiser

The New York State Carpenters Labor Management Committee recently held a 50/50 drawing at five dollars per ticket, with 50% of the proceeds going to the "Blueprint for Cure" fund. Tickets were sold at the committee's legislative reception and at the annual meeting; $165 was sent to the diabetes fund.

Harold Emsweller, left, Local 280, Niagara-Genesse, N.Y., winner of the New York 50/50 draw, is congratulated by Rocco Sidari, New York state council secretary, while First District Board Member Joe Lia looks on.

Check donations to the "Blueprint for Cure" campaign should be made out to "Blueprint for Cure" and mailed to General President Patrick J. Campbell, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Texas Auxiliary Helps Diabetes Drive

Ladies Auxiliary 3, Dallas, Tex., with a $100 check for "Blueprint for Cure" program front row, from left, are Nelda Hill, Virginia Kenyou, and Betsy Millican; second row, from left, Eulalah Hosey, Johnnie Watts, Rita Anspaugh, Adele King, Calra Simon, and Dorothy Roe.

Postage Hikes Hurt Carpenter Mailings

All union publications, including *Carpenter*, which rely on the non-profit rate structure of the U.S. Postal Service had their rates increased on January 1 by 25% to 40%.

Carpenter suddenly found itself paying $8,000 more per month just to get distributed across the country.

To add to the dismal cost picture, the postage rates went up again on March 9, adding an additional $ to our monthly postage bill.

The Postal Service board of governors says it has to make up for budget cuts required by the Gramm-Rudman-Hollings Act, but actually, these postage increases have been in the mill for several months.

Carpenter, like many other non-profit publications, has been distributed by third class mail since 1982. It proved to be more economical to switch from second-class mail to third class mail at that time, and the service was just as good. In fact, postal returns for wrong addresses or changed addresses were more prompt under cheaper third class rates.

Now, we're told that rate hikes for third class mail may rise as much as 18%, while second class rates rise 7%.

Canadian distribution, meanwhile, remains far costlier than US. distribution. The unit postage price in Canada is more than double the U.S. rate.

Because of this the editorial staff of *Carpenter* is reevaluating the whole circulation program of the Brotherhood magazine in an effort to deal with increased costs.

Susan Dunlop, assistant to AFL-CIO President Lane Kirkland, urges the Postal Rate Commission to block Administration attempts to end subsidies for nonprofit mailers. Testifying with her were Edwin M. Schmidt, left, director of the federation's Department of Reproduction and Mailing, and James M. Cesnik, editor of the Guild Reporter *and secretary-treasurer of the International Labor Communications Association.*

Canadian Conference

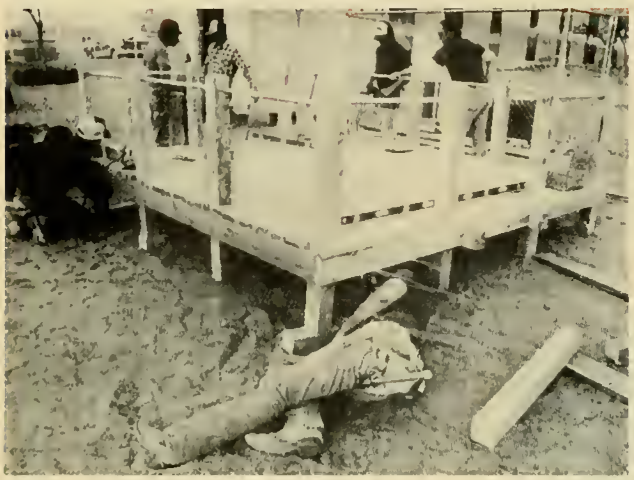
Continued from Page 17

J. Kimberly, Local 2511, Penticton, B.C.; Robert Todd, Sask. Pro. Council.

Steve Phillips, Sergio Liliani, Walter Oliveira, Ed. Watling, Ken Graves, and Ilmar Rani, all of Local 2679, Toronto, Ont.; Adam Salvona, Ontario Industrial Council; Ken Fenwick and David McQueen, of Local 3054, London, Ont.; plus members of the International staff. UBC

APPRENTICESHIP & TRAINING

Nursery Help from Apprentices



When a San Angelo nursery needed help, it was a group of apprentices from Local 411, San Angelo, Tex., that came to the rescue. The nursery, a non-profit organization that cares for 69 children of families with low incomes, had a garage sale last summer to raise money for playground equipment . . . and then found that the wooden deck they wanted cost more than they could afford. So the carpenters signed on to help with the deck and the playground equipment. Working on the project were Thomas Davis, Kelly Danteist, Pete Harnandez, Ralph Fraser, Savero Soto, Milton Watson, Bill Woolsey, Instructor John Stanton, Instructor Al Davis, and Business Agent Bill Pelzel.

Worcester Group Presentation

Apprentices of Local 107, Worcester, Mass., recently put down their tools and left their pencils in theory class for lessons of a different kind—a special training session on the UBC structure and trade unionism. Conducting the meeting was Task Force Representative Stephen A. Flynn, who showed the UBC slide presentations "The International Union" and "You are Your Union," the film "The Inheritance," and talked about the need for the apprentices not only to be good carpenters, but to be active and proud union members.

Second and third-year Local 107 apprentices attending union presentation seated, from left, were Steve Bensen, Charles Clancy, Frank Campanello, Mike Cronin, and Bob Lloyd. Standing, from left, are Instructor John Guertin, Mike Ide, Mike Macaruso, John Gordon, Jim Krause, John Piotrowski, Dave Van Dyke, Rene Gibree, Ron Martin, Kerry Brenner, Business Rep. Jack Lynch, and Darrin Vokes.

First and fourth-year apprentices at Local 107's program on union structure and trade unionism seated, from left, were Robert Ginerelli, Matthew Solitro, William Oser, Scot Richardson, and Mike Chamberlain. Standing, from left, are Instructor Thom Russell, Brian Leveillee, Robert Davenport, Kevin Stevenson, Cliff Buck, Matt Lacroix, Earl Turner, Dave Dusoe, Paul Dupre, Dave Estabrook, and Steve Serra.

Brother Helping Brother

Tom and Vivian Thompson survey the progress of work on their garage and sewing room, donated by Local 1597 members. The cost of building materials was defrayed by local merchants.

Brother helping brother is the theme of a recently-completed project of the apprentices of Local 1597, Bremerton, Wash.: a 24-by-28-foot garage and an adjacent 20-by-20-foot sewing room for UBC member Tom Thompson, who was stricken with multiple sclerosis in 1978 and is now confined to a wheelchair.

When Thompson began planning his garage, it occurred to him that maybe his fellow building tradesmen could help him out with the construction. So instructors, business representatives, and apprentices would come and visit on weekends, drinking gallons of coffee, enjoying dozens of homemade cookies, and putting up the Thompsons' walls and windows.

According to Thompson, "I have seen a lot in my years, and I've never seen a group work together like these guys. This is something great. . . . There's a lot to be said for the union."

John Steffens, business representative for Local 1597 and executive secretary for the Building Trades Council, says the union was happy to do the job. "The apprentices got credit and necessary, hands-on practice on an honest-to-goodness building."

Several area merchants donated materials or provided them at cost to the Thompsons. Tom and his wife Vivian are very grateful for their wonderful new addition . . . and the brotherly love that built it.

Connecticut Graduates

Graduating apprentices from Local 24, Central Connecticut, were recently presented with completion certificates. Pictured, from left, are Sal Monarca, coordinator; Robert Aubin; Danny Rosa; Mike LaPila; Paul Botteon, apprentice of the year; James Mazzarella; Joe Marks; Daryl Janis, instructor; Louis Colavito; and Ralph DeSimone, instructor. Not pictured are Peter Lengyl and Joseph Caputo.

New Journeymen for Local 54

Apprentice graduates of Local 54, Berwyn, Ill., pictured above, seated, from left, are Wayne Zahrobsky, Joseph May, and Richard Kocourek. Standing, from left, are President Robert Lid, Business Manager Martin Umlauf, Financial Secretary Kenneth Mocarski, and Business Representative Eugene Dzialo.

May was the first place winner in the 1985 Illinois State Apprenticeship Contest, Construction Division. Other apprentices to graduate during 1985 were George Bardahl, Robert Bezouska, Scott Clausius, Jerome Franklin, Eulalio Gonzalez, David Jagielski, Richard Marvan, Senola McKinney, Sandy Medina, Roberto Pasillas, and Mark Pendola.

Alaskan Carpenters and Millwrights

Eight apprentices recently became journeymen carpenters, and two became millwright journeymen of Local 1243, Fairbanks, Alaska. Pictured above, from left, are Michael Green, Gerald Van Bruggen, Ronald Allen, Ron Tribble, Edward Hering, Randall Frizzell, Jeff Taylor, Millwright Luke De Julio, and Coordinator Daniel Hoffman. Not pictured are Millwright Kanwa Soekoro and Curt Barnett.

Belgium General Workers Union Visitor

General President Patrick Campbell and First General Vice President Sigurd Lucassen are pictured with the president of the Belgium General Workers Union, right, and his interpreter, center. Juan Fernandez toured the General Office and the Washington area Apprenticeship and Training School during his recent visit to the United States. He was very pleased to be able to meet with building trades leaders and especially to discuss apprenticeship and safety programs.

The General Workers Union represents workers in the construction, chemical, paper, petroleum, glass, stone, and ceramics industries. It is the largest private sector union and the second largest union in the General Federation of Belgium Labor.

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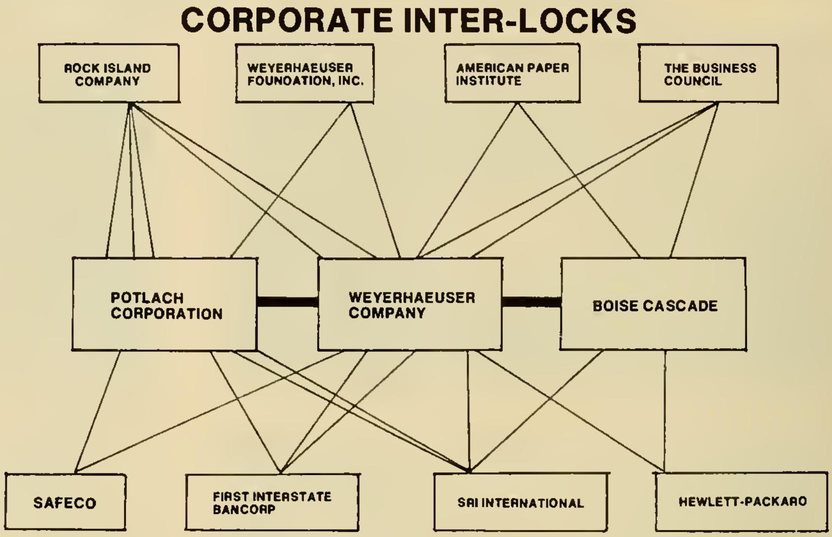
Continued from Page 9

the research on the corporate interlocks between Weyerhaeuser and two other major forest products producers appears at right. With the formation of the U.S. Forest Products Joint Bargaining Board and the commitment of the UBC's resources, UBC lumber and plywood affiliates are in a strong position to formulate an offensive, rather than a defensive, strategy in preparation for industry-wide bargaining.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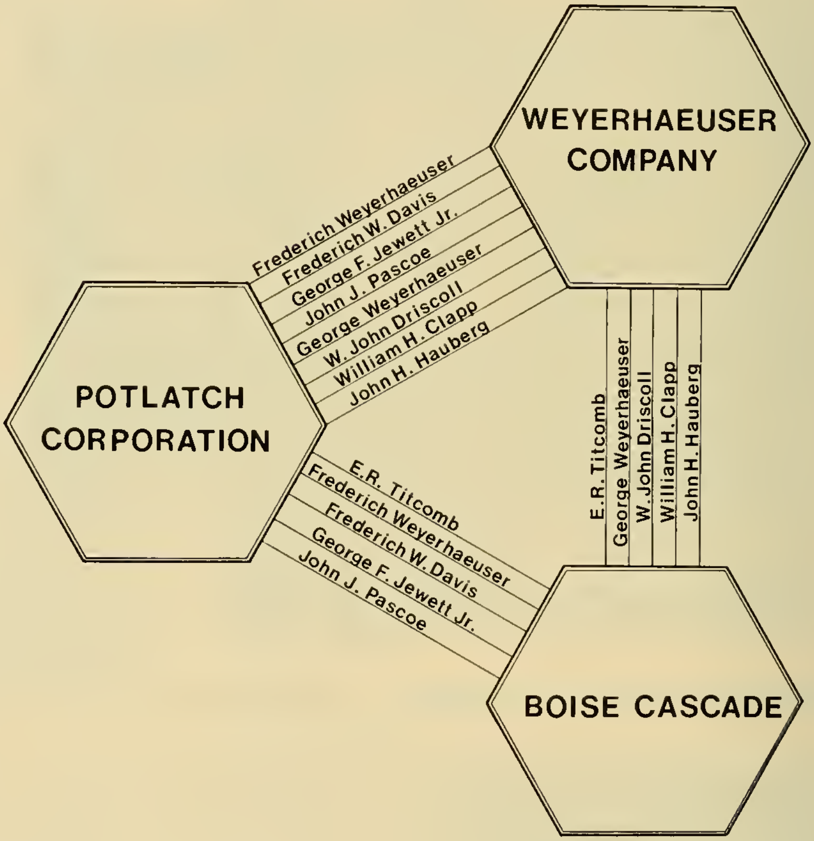
WEYERHAEUSER COMPANY
BOISE CASCADE
SAFECO
FIRST INTERSTATE BANCORP
SRI INTERNATIONAL
HEWLETT-PACKARD

An example of UBC Special Programs Department research showing interlocks between the corporate boards of three major forest products corporations under contract to the UBC.


WEYERHAEUSER COMPANY
POTLATCH CORPORATION
BOISE CASCADE
Frederich Weyerhaeuser
Frederich W. Davis
George F. Jewett Jr.
John J. Pascoe
George Weyerhaeuser
W. John Driscoll
William H. Clapp
John H. Hauberg
E.R. Titcomb
Frederich Weyerhaeuser
Frederich W. Davis
George F. Jewett Jr.
John J. Pascoe
E.R. Titcomb
George Weyerhaeuser
W. John Driscoll
William H. Clapp
John H. Hauberg

Louisiana-Pacific—Marshaling the UBC's resources against union-busting when 1,500 UBC members in the Pacific Northwest were forced out on strike in June 1983 by the union-busting bargaining tactics of a massive forest products corporation, the response of the UBC was unequivocal: a national consumer boycott and a corporate campaign and the accumulation of ample resources for the L-P strikers to continue their struggle. Thousands of UBC members across the country have actively participated in boycott activities and have donated several hundred thousand dollars in donations to the L-P strikers. UBC members—often sacrificing a day's pay—have turned out at L-P rallies and mass leaflettings at the New York Stock Exchange on Wall Street, at L-P's corporate headquarters in Portland, Ore., and at an L-P sponsored public event in Atlanta.

The UBC Special Programs Department, as part of its extensive corporate campaign, has conducted a proxy solicitation of L-P shareholders, has contested L-P's condition at the corporation's shareholders meeting, and has confronted L-P's actions whenever the corporation has appeared before government agencies to apply for environmental and building permits.

We believe that if L-P succeeds in injuring one group of our members through its union-busting tactics, other UBC members will eventually be harmed as well. That is why the UBC has made the struggle of the L-P strikers the struggle of all Brotherhood members and why General President Campbell has fully committed the significant resources of the UBC in the struggle against L-P. If other corporations—in the forest products or any other industry—attempt to attack the livelihoods of Brotherhood members through union-busting maneuvers, the UBC serves notice that it will respond in the same way we did with L-P because we operate under the principle that an injury to one of our members is an injury to all.

The Mill-Cabinet Industry:—The UBC's 50,000 members belonging to mill-cabinet local unions are a proud and important part of our union's industrial sector. These skilled cabinetmakers form a critical link to the construction job sites where their union label products are installed by Brotherhood carpenters.

As in the forest products industry, important changes are also taking place in the mill-cabinet industry—introduction of new machinery, changes in the work of journeymen, and national markets replacing regional markets. These developments and the problems they are creating for UBC members were the subject of two recent meetings of

Continued on Page 38

Chemical Hazards on the Job:
Your New Right-to-Know

Suppose you are de-greasing a piece of equipment or glueing together veneer. The fumes are making you nauseous, and yet your supervisor tells you the stuff is harmless. Too often workers are not told of the dangers of chemicals in the plant. But now, under a new OSHA regulation you have the right to find out about the hazards of those chemicals—at least if you work in manufacturing plants. In 1983 OSHA published the Hazard Communication Standard also known as the "right-to-know" law. This new regulation requires that, beginning Nov. 25, 1983, chemical manufacturers and importers label any containers they ship, and provide customers with Material Safety Data Sheets detailing the hazards of exposure to these chemicals. Six months later, beginning May 25, 1986, employers in manufacturing must begin complying with the HCS.

The Hazard Communication Standard

The new OSHA standard requires that chemical manufacturers review the scientific evidence of the hazards of their products and report them to employees and customers. Employers in manufacturing must set up a written hazard communication program. This program must include labeling of containers, provisions for Material Safety Data Sheets, and an employee training program. There must be a list of hazardous chemicals in each work area, a procedure for informing employees doing non-routine tasks (such as annual maintenance) and contractors working in the plant of the hazards, and a list of hazards from chemicals in unlabeled pipes.

Labels on containers must state the name of the hazardous chemical, the hazard warnings, and the name and address of the manufacturer or importer. Signs, placards, process sheets, or batch tickets can be used instead of labels as long as the alternative conveys the same information. Portable containers for immediate use don't have to be labeled. The employer cannot remove or deface the labels.

Material Safety Data Sheets must be developed by the manufacturer and kept by the employer for each hazardous chemical. These data sheets give information on: the chemicals in the mixture; their physical and chemical properties; hazards such as flammability, explosivity, and reactivity; health hazards including symptoms of exposure; any exposure limits, safe handling procedures; control measures (e.g. ventilation); emergency and spill procedures; first aid; the manufacturer's name, address and phone and the date of preparation. These MSDS must be made available to employees on each work shift.

How To Use The New Law

This law gives workers important rights to training and to information about the hazards of chemicals they are working with. Under the law, the employer must provide this information to you upon request. You should write to your employer and request that, under the OSHA Hazard Communication Standard (29 CFR 1910.1200) or local or state R-T-K law, they provide you with a list or all chemicals being used in the plant and MSDSs on each chemical. Under a separate OSHA standard (29 CFR 1910.20), you are also guaranteed information on any exposure measurements the employer has taken in the plant. You can then do surveys of the members to see if they are having any symptoms of overexposure and use this information to press for better controls on chemical use in the plant, or that the company switch to safer chemicals.

If the company will not provide you with this information or you feel the MSDS is not accurate or is incomplete, you have the right to file an OSHA complaint and get an investigation. Complaints about an MSDS will not penalize your employer since they are directed at the chemical manufacturer who wrote the MSDS and supplied it to your employer.

Employees must be trained about the hazards of chemicals on the job at the time of their initial assignment and whenever a new hazard is introduced into the work area. They must be told of the requirements of this standard, the operations of their area where hazardous chemicals are used, and of the location and availability of the written HCS program and the MSDS. Training must include information on: how to detect the presence of a hazardous chemical, the hazards of these chemicals, how to protect yourself from exposure (including protective clothing, work practices, and emergency procedures), an explanation of the HCS program and labeling system, and how to get and use the hazard information.

The employer or manufacturer has some limited rights to keep the identity of hazardous chemicals secret if he can prove that the information is a trade secret vital to business. This right to keep trade secret information confidential was severely limited by a successful lawsuit filed by the Steelworkers Union on behalf of the AFL-CIO and its affiliates. Trade secret information may be revealed to health professionals (if they are willing to sign a confidentiality agreement), or to physicians and nurses during a medical emergency. The court decision also told OSHA to provide similar access to workers and their representatives.

This standard only applies to workplaces in manufacturing; however, because of the union lawsuit, the courts ruled that OSHA must reconsider expanding the law to other industries, such as construction and hospitals. In November 1985 OSHA published an Advance Notice of Proposed Rulemaking requesting comments on the expansion of HCS to other industries. The UBC and other Building Trades Unions strongly supported the coverage of construction.

State and Local Laws

By the time OSHA published its HCS in Fall 1983, over a dozen states and several cities had passed their own R-T-K laws. In fact, a major impetus for the HCS was that the chemical manufacturers were complaining that they had different requirements to meet in each state. The manufacturers were hoping for a weak federal standard that would preempt all the state and local laws and provide uniform requirements nationwide. But the grass-roots movement for state and local R-T-K laws strongly supported by state federations and local unions has continued unabated. As of Spring 1986, there are 28 states and 61 cities or counties that have their own laws (52 of the 61 local laws are in California). Many of these laws are stronger than the federal HCS and most provide more coverage, or for public access to the information.

The fight over preemption of state and local laws has been focused in the courts. In New Jersey, Pennsylvania, and the Federal Third Circuit Court, the judges have ruled that state laws are preempted by the federal HCS, but only in those industries covered by the federal law. Therefore, in those states with laws that cover construction (as most states do), the state R-T-K law remains in effect in those non-manufacturing sectors. Also many of these state and local laws include a public safety or community provision which allows access to this information to community residents or to police and fire departments. Since OSHA has no jurisdiction in these areas, these provisions of the state and local laws also remain in effect.

A recent decision in Ohio was the first ruling relating to a city or county R-T-K law. The U.S. District Court for the Northern District of Ohio ruled in February that the Akron city R-T-K law was not preempted by the federal HCS, even in manufacturing plants.

States Right-to-Know Laws—(March 1986)

Arkansas
California
Connecticut
Delaware
Florida
Illinois
Iowa
Maine
Maryland
Massachusetts
Michigan
Minnesota
Missouri
Montana
New Mexico
New Jersey
New York
North Carolina
North Dakota
Oregon
Pennsylvania
Rhode Island
Tennessee
Texas
Vermont
Washington
West Virginia
Wisconsin

How To Read A Material Safety Data Sheet

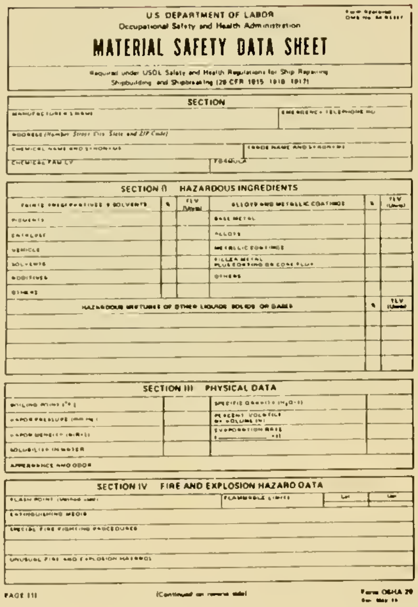
A Material Safety Data Sheet can be a very useful source of information, but it can often seem confusing or technical. Sometimes a MSDS is incomplete or inaccurate. This factsheet will help you translate MSDSs into plain English, so it is useful to your members.

An MSDS is usually divided into nine sections:

Section I identifies the chemical, who manufactures it, and gives any other names that the chemical goes by. It also gives the Chemical Abstract Service number. The CAS number is a universal system for identifying chemicals. Each chemical is assigned a unique number. Often information on chemicals can be looked up more easily by CAS number.

Section II gives the ingredients if it is a mixture of several chemicals (OSHA only requires hazardous chemicals to be listed if over 1% of mixture, carcinogenic chemicals if over 0.1% of mixture), what percent of each chemical is in the mixture (percentage not required by OSHA), any data from scientific experiments, and any exposure limits from OSHA, NIOSH or ACGIH. OSHA exposure limits are required by law. NIOSH and ACGIH limits are recommendations which are more up to date, but do not carry the force of law. The TWA is the time-weighted average exposure over an eight-hour workday. Data from animal experiments is usually presented as the dose (in grams of chemical administered per kilogram of the animal's weight) that kills half of the animals (called the Lethal Dose or LD 50). Exposure levels are measured in ppm (parts of chemical per million parts of air) or mg/m3 (milligrams of chemical in each cubic meter of air).

Section III presents physical properties of the chemical, such as its boiling point, solubility in water, vapor pressure, etc. Chemicals with a high vapor density (greater than 1) settle to the floor when generated. Those with low vapor density rise. This section also gives information on the chemical's appearance and odor, which may help identify over-exposures. If the "odor threshold" is above the exposure limit, then if you can smell it you're being exposed to too much. If it is below the exposure limit, smelling it can act as a warning to limit exposures.



U.S. DEPARTMENT OF LABOR
Occupational Safety and Health Administration
MATERIAL SAFETY DATA SHEET
Required under USDL Safety and Health Regulations for Ship Repairing, Shipbuilding, and Shipbreaking (29 CFR 1915, 1916, 1917)

SECTION

SECTION II HAZARDOUS INGREDIENTS

SECTION III PHYSICAL DATA

SECTION IV FIRE AND EXPLOSION HAZARD DATA

(Continued on reverse side)
Form OSHA 20

The Brotherhood's Department of Occupational Safety and Health has thousands of MSDSs on different chemicals. For a copy of the index write to: United Brotherhood of Carpenters and Joines of America, Department of Occupational Safety and Health, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Section IV on fire and explosion data gives information on how easily the chemical can cause fires or an explosion, and what to use to extinguish fires.

Section V on reactivity indicates how easily it will react with other chemicals and lists chemicals you should never mix with it.

Section VI gives the health hazard information. It indicates the possible toxic effects of overexposure and lists first aid actions to take if it is splashed in the eye, gets on the skin, is inhaled or swallowed.

Section VII details procedures to follow if there is a chemical spill or leak and how to properly dispose of the chemical.

Section VIII discusses what type of protective clothing (respirators, safety glasses, gloves) to wear when handling the chemical, and other protective measures to follow, such as having eye wash stations or safety showers available.

Section IX lists any special precautions and additional comments. Here is where recommendations would be made regarding medical exams. Also, information regarding its carcinogenic (cancer-causing) effects would be made here.

Often the MSDS will be signed at the end by the medical personnel or industrial hygienist who reviewed it. Signed MSDSs are generally more reliable than unsigned ones.

The most important sections of the MSDS, as far as overexposures are concerned, are sections VI, VIII, and IX, which tell what the toxic effects may be, how to protect yourself and any special precautions you should take.

MSDS can provide very useful information, but many times they do not. Often ingredients are not listed because they are considered "trade secrets" or because the manufacturer does not consider them hazardous. Sometimes toxic effects are downplayed: for example, chemicals that cause cancer in laboratory animals should be assumed to cause cancer in humans, unless proven otherwise, but some companies will not label a chemical as a carcinogen until there is human evidence that it can cause cancer. Also MSDSs need to be updated periodically as new evidence or toxic effects are discovered. You can check with the Brotherhood's Department of Occupational Safety and Health for more information on the hazards of various chemicals and to check on the accuracy of MSDSs.

PLANE GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

FIRE HAZARD

Mr. Dillon called Festus into his office and told him, "Festus, I want you to go out and find Black Bart. Arrest him and bring him in."

Festus replied, "OK, Mr. Dillon, but can you describe him for me?"

Mr. Dillon told him, "Well, he wears a paper shirt, paper pants, paper boots, and a paper hat."

Festus said, "All right, Mr. Dillon, but what are we arresting him for?" Mr. Dillon: "Rustling."

—B. F. Barrow
Local 14
San Antonio, Tex.

ATTEND YOUR LOCAL MEETINGS

A LOUD-SQUEAKER?

"What's Caroline so mad about?"

"She stepped on one of those scales with a loudspeaker and it called out, 'One at a time, please.' "

SIMPLE MATH

On a visit to Moscow a man asked a Russian official about their form of government.

He said, "It's very simple. Under communism, if I have a million rubles, I share it with you. If I have a 20-room mansion, I share it with you. If I have a brand new suit, I share it with you. And if I have a bottle of vodka . . ."

The visitor said, "Would you share it with me?"

He said, "Nyet."

"Why not?"

The official said, "I have a bottle of vodka."

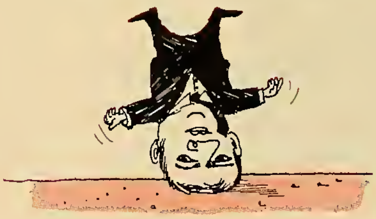
BE UNION! BUY LABEL!

IF IT FITS

A father took his son into the family business with great expectations, only to be disappointed. Unfortunately, the day the son was told he was to step into his father's shoes, dad was wearing loafers.

—Grit

BE AN ACTIVE MEMBER



GOOD FOUNDATION

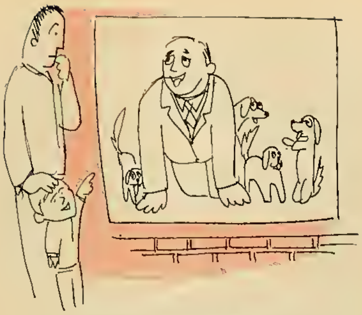
The good thing about beginning at the bottom is that you always have something solid to go back to.

* * *

THIS MONTH'S LIMERICK

A silly young lady named Jean
Bought a shiny new sewing
machine.
She was quite color-blind
And half out of her mind,
Made her wedding gown purple
and green!

—John T. Harding
Retiree
Coquille, Ore.



DOG'S LIFE

First woman: "Why should I get married? I got a dog, and that's almost as good as a husband."

Second woman: "Don't be silly. A dog isn't anything like a husband."

First woman: "Well, my dog is. He barks at me in the morning, growls at me in the afternoon, and wants to go out at night!"

BOYCOTT L-P PRODUCTS

WEATHER OR NOT

A tenant was complaining to his landlord, "My roof is leaking and the rain keeps coming through the broken window, causing my floors to be flooded. How long is this going to continue?"

The landlord shrugged. "How should I know? I'm not a weatherman."

"Nancy's Nonsense"

LOOK FOR THE UNION LABEL

WHITE WALLS FREE

A car dealer buying a cow from a farmer got the following breakdown similar to the breakdown of the "bargain" he received when he purchased his automobile:

One basic cow	$200.00
Two-tone exterior	45.00
Extra stomach	75.00
Storage compartment dispensing device	60.00
Four spigots at $10.00 each	40.00
Genuine cowhide upholstery	125.00
Dual horns	15.00
Automatic fly swatter	35.00
Total	$595.00

Members In The News

Camino Carver

John Taylor's alias is the "Camino Carver." Taylor, a member of Local 2749, Camino, Calif., and an employee of Michigan California Lumber Co., has been featured in the company newspaper, the local newspaper, and on radio. Taylor, carving with a chain saw, has progressed from carving his first "very amateur" bear to carve many much-improved bears, some eagles, and busts of local residents.

Michigan California Lumber Co. has cooperated with Taylor's hobby, reports his wife Jo Ann. Taylor has bought or salvaged much of his wood from the company for his five-foot plus creations.

Lather in Leningrad

It's a long commute from Minneapolis to Moscow, but Ken Weissenfluth, a Local 190L lather, worked in Leningrad for five weeks as a part of a seven-man crew chosen to restore the stucco facade of the U.S. Consulate in the former capital of Russia. He traveled to the U.S.S.R. with other employees of Donnelly Stucco Co., a family-owned firm that's been in Minneapolis for three generations.

Workers were chosen very carefully for this assignment. Not only did Donnelly want top-quality craftsmen, they also had to get government travel clearances and work permits. Weissenfluth did not know for certain that he was going until the day prior to his departure when his work permits had finally been signed.

The crew had their work cut out for them. The building had to be cleaned of many years of grime and soot, but it rained every afternoon for the first two weeks on the job, making their efforts uncomfortable and less effective. After the cleaning, the crew set to restoring the figurines and fancy sculpture on the front, fixing the deteriorated plaster, puttying and painting the window frames, and caulking the joints. They put in 11-hour days, six days a week, but since the workers were carefully watched and could only go where the government allowed them, the long days didn't keep them from much.

Although the government did restrict their movements, Weissenfluth managed to sightsee a bit, visiting two or three places a week, including the gravesite of Peter Tchaikovsky, the great Russian composer. Weissenfluth remarked that, according to the tour guides, "Russia has the best of everything." (Although consulate employees had said that it would have taken the Russian workers three years to complete the renovation work that the Donnelly crew completed in five weeks.)

Working in the Soviet Union was a once-in-a-lifetime opportunity for Weissenfluth, but he was grateful to return to his family and the good old U.S.A. "I'm proud to be an American!" he said. And he and the other crew members can be proud of their work; it can stand before the craftsmen of Eastern Europe and speak for the quality and talent of its crew.

From Art to Carpentry

Women have been signing up for UBC apprenticeship and training programs for more than two decades, but they're still breaking ground in some areas. Local 261, Scranton, Pa., has just accepted its first woman, Carol Cancelli, and a northeastern Pennsylvania magazine, *TEMPO*, ran an article about the new lady carpenter in a recent issue.

Cancelli received a degree in commercial art from the Art Institute of Pittsburgh, but feels she has found her niche as a carpenter. She loves the opportunity to work outdoors, and the hard physical work means she doesn't have to worry about keeping in shape.

The 23-year old began her carpentry work with non-union companies as a weekend job four years ago. When her studies were completed, she found commercial art did not pay well in the area, so, to pursue her interest in carpentry, she joined the UBC.

"I have to work three times as hard . . . to keep proving myself," says Cancelli, "I do it because I really enjoy it." What better reason is there?

20-Year Boxing Career

Dick Topinko's been a name in the sports news for over 20 years now. An 18-year member of Local 440, Buffalo, N.Y., Topinko began making headlines when he won the novice Jr. Welterweight championship in 1965 after only three months of training. Topinko continued boxing and was undefeated in 10 fights before being drafted into the army. In 1967 Topinko returned, resumed his boxing career, and by 1970 was picked Prospect of the Month by *Ring Magazine*. A shoulder injury forced Topinko to quit boxing in 1970, ending a career of 50 fights: 42 wins and only 8 losses. He still keeps in good physical shape. The Lackawanna, N.Y., edition of *Front Page* recently reviewed Topinko's boxing career and noted that he is now a professional model as well as a carpenter.

Memo to My Union Rep Hubby

I've changed my name to Norma Rae
So you'd stay home and listen today
To grievances over lack of pay
And other injustices along the way.
And just to show you my bargaining power
Meet me upstairs in half an hour

—Cindi Ahmann, Wife of Steve Ahmann
Bus. Rep., Local 2465 Willmar, Minn.

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

NCSC Arts Festival Invites Union Entries

The National Council of Senior Citizens has announced sponsorship of a "Senior Arts Festival" to be held uring the NCSC Constitutional Convention, at the Fontainebleau Hilton, Miami, Fla., July 7–12, 1986.

The theme of the Festival is "We are the 20th Century," in recognition of the many contributions older Americans have made to the growth and progress of this great country, and the technological, social, and cultural contributions for which the elderly are responsible.

All union retirees are invited to attend the Convention and participate in the Arts Festival. The National Council of Senior Citizens is the only organization for the aging endorsed by the AFL-CIO, and NCSC works closely with international unions to encourage support for legislation of benefit to both seniors and workers. NCSC President Jacob Clayman says he hopes that the Arts Festival will reflect this close alliance between labor and retirees.

"Programs like Social Security and Medicare have been won by the joint efforts of organized labor and older Americans," Clayman said. "And seniors have helped unions by petitioning Congress to end the flood of imports that are drowning the jobs of American workers. Through plays, posters, poems, short stories, and essays, we invite all retirees to tell this story of unity—one that has made America a better place to live."

For more information on the arts festival, and for additional information on the convention, write to Ken Hoagland, NCSC, 925 Fifteenth Street, N.W., Washington, D.C. 20005.

Stained Glass Art Is Retiree's Hobby

A 37-year member of Local 17, Bronx, N.Y., Floyd Filippi reads with interest about the many hobbies and activities of UBC retirees. He's put his carpentry training to new use in his hobby of creating stained glass art, and is becoming quite adept at the techniques. An avid collector of Avon bottles as well, Filippi is interested in selling or swapping pieces of his bottle collection.

Marcher Retiree Tops in Fund-Raising

Bob Allen is 78 but that doesn't stop him from filling up his calendar with daily obligations—daily volunteer obligations, that is. And the beginning of each year is when he's busiest, when its time to collect donations for the March of Dimes.

A member of the Brotherhood for over 40 years, the Seattle, Wash., Local 64 member worked in construction for most of his life. Before retirement a decade ago, Allen worked for a firm that handled major remodeling projects at several hospitals, including Seattle's Children's Orthopedic Hospital.

"I'd go by the wards and see those kids in their cribs, unable to walk, sick year after year . . . I was going on 68 when I retired and decided I'd do some good with the time I have left, and I'd do it for kids who couldn't help themselves."

Allen's kept that pledge. For seven years he's participated in the annual March of Dimes Mothers' March, raising more than $10,000 since he started, a total higher than any other individual Washington participant in the March. He is also one of the oldest participants and a recipient of the March of Dime's President's Award for Distinguished Voluntary Service.

In addition, Allen works with this fellow Kiwanians to help developmentally disabled students at an area grade school, and he drives a wheelchair-bound student to classes at Everett Community College.

Over 200 Involved Retirees in St. Louis

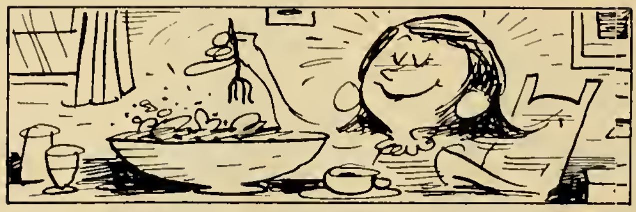
Two hundred and eighty-two St. Louis, Mo., retirees and spouses maintain an involvement with the United Brotherhood through the activities of Retirees' Club 21.

During the Christmas season, over 200 of the club's members joined a ventriloquist, a dance band, Santa Claus, and several local union officials for a holiday celebration. Santa distributed gifts and candy favors, and canned goods were collected for the Salvation Army.

Another event the club was involved in was an anti-R-T-W rally held on the steps of the state capitol in Springfield the day the General Assembly opened a new session. A crowd of over 4,000 gathered to express their opposition to "right-to-work" legislation; Retirees' Club 21 had 120 representatives lending their voices to the group.

At left, an accordian player entertains the group as the dance band takes a break at the St. Louis Retirees' Club Christmas celebration. At right, Santa Claus (Ollie Langhorst, executive secretary-treasurer, St. Louis District Council) greets members who've been good for goodness' sake.

CONSUMER CLIPBOARD



The Educated Eater

By GOODY L. SOLOMON

Perhaps you wonder about the safety of propyl gallate, a food additive. Or you want to know more about the burgeoning field of biotechnology and how it will affect the food supply. Maybe you want to know which reducing diet is safe for you?

Answers to these and similar questions are given in several recent publications.

The Complete Eater's Digest and Nutrition Scoreboard by Michael F. Jacobson, Ph.D. (Anchor Press. New York. $9.95. Paper) updates and combines two previous works, *Eater's Digest* and *Nutrition Scoreboard*.

Jacobson is executive director of the Center for Science in the Public Interest and one of the country's leading advocates of safe, nutritious food.

Some critics see him as an extremist because he prefers apple juice and bran muffins to cokes and cookies and soyburgers over hamburgers and because he condemns potentially harmful additives.

However, Jacobson's views are not always far out. He does not condemn all food preservatives, for example. He says calcium propionate and sodium propionate—put into commercial baked goods to prevent molds and bacteria—"are one of the most innocuous food additives."

The calcium propionate contributes calcium to the diet, he explains, while "propionic acid occurs naturally in many foods and acts as a natural preservative in Swiss cheese . . . Propionate is also formed and used as a source of energy when the body metabolizes certain fats and amino acids."

He takes a dim view, however, of the sodium nitrite put into processed meats such as bacon and hot dogs. This is an additive to "avoid," he says, "mainly because it combines with substances called amines to form nitrosamines which cause cancer."

Jacobson further urges "that you eat salami, bologna, hot dogs, and especially bacon rarely or not at all" because "they are generally loaded with saturated fat and salt."

As for the propyl gallate named above, it, too, is an additive to avoid. Used to increase the shelf life of fats and oils, it is suspected of playing a role in cancer, says Jacobson, citing laboratory studies completed in 1981.

Overall, this volume is a helpful, educational reference work. Given today's ever controversial and changeable ideas about food, however, it's wise to consult several sources of information.

Biotechnology, An Industry Comes of Age by Steve Olson ($9.95 by mail from National Academy Press, 2101 Constitution Avenue, N.W., Washington, D.C. 20014).

In the days and months ahead, you will be hearing a lot about biotechnology and the changes it promises for food production.

"Microorganisms might be genetically engineered that provide nitrogen to important crops, greatly reducing the need for fertilizer. Plants might be produced that grow faster or in more places or that have larger and more nutritious yields," explains Olson in this new book.

But is biotechnology thoroughly safe? Experts aren't sure. Some agricultural applications might "affect the ecosystem in unanticipated, and possibly detrimental ways," cautions author Olson.

Based largely on a February 1985 conference of the National Academy of Sciences and covering biotechnology in other fields as well as food production, the book comprehensively reports on the status of this new research field, the variety of manipulations it is capable of, activities of government regulators, and more.

Weight Loss Promotions, a report by the Council of Better Business Bureaus and the Food and Drug Administration, available free from the CBBB, 1515 Wilson Boulevard, Arlington, VA 22209.

This 10-page manuscript doesn't mince words about the frauds in the weight loss market. By all means get a copy if you think you have to trim down fast.

Here you will learn why "quick loss" regimens are doomed to long-term failure and can be harmful. The report covers different methods ranging from starch blockers—which FDA deems to be drugs and therefore should not be marketed without its approval—to bulk producers, grapefruit diet pills, and the programs of diet clinics.

Regarding clinics, the report cautions that some "provide legitimate and valuable services . . . however, some clinics use questionable methods . . . (such as) injections or pills of HCG, human chorionic gonadotropin."

Tips on How To Buy and Store Ice Cream

Not all ice creams are created equal. Here is information to help you select the best ice cream for your family:

Read the Ice Cream Label:

The government requires that ingredients in ice cream be listed on the label. If an artificial flavoring is added, it must be stated as such. You will see these terms when shopping for ice cream:

- All Natural: This means no artificial ingredients are used. No artificial flavors, colors, emulsifiers, or stabilizers are used.
- Artificially Flavored: This means exactly what it says—something artificial has been added for flavor. Depending on ingredients used for flavoring, ice cream must be labeled in one of three ways:

All natural flavoring—"vanilla ice cream";
More natural than artificial flavoring—"vanilla flavored ice cream";
More artificial than natural flavoring—"artificially flavored vanilla ice cream."

There are many other ingredients that prevent an ice cream from being called "all natural." It may be the sweeteners or the additives that improve the ice cream's texture or color. Corn syrup, for one, is not considered an "all natural" ingredient, but sugar is.

Looking at the label of an "all natural" ice cream, you will see milkfat, nonfat milk, sugar, and egg yolks listed. Egg yolks, not found in all ice creams are added to enhance the ice cream's whipping ability and give the ice cream a creamy texture and rich flavor.

Ingredients listed on naturally flavored ice cream labels might include carbo bean and guar gums. These are natural vegetable seed extracts used in minute quantities to prevent formation of coarse ice crystals.

Storing and Serving Ice Cream:

Keep ice cream tightly covered in the freezer. Never let it melt completely and then try to refreeze it. If you do, large coarse ice crystals will form which destroy the flavor and texture. For optimal flavor, serve ice cream when it is slightly soft to the touch.

After serving, you may wish to press foil or plastic wrap over the remaining ice cream before reclosing the container, or store the carton in a plastic bag to prevent absorption of freezer odors.

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

LOCAL 149 UBCJA
BOBBY BUCCI
MEMORIAL
CLAMBAKE

Tarrytown, N.Y.—Picture No. 1

Tarrytown, N.Y.—Picture No. 2

TARRYTOWN, N.Y.

Members with 25 or more years of service were recently honored by Local 149 at the Bob Bucci Memorial Clambake, named in honor of the local's recently departed business representative of 10 years.

Picture No. 1 shows 45-year members, from left: Harry Stickles, Franz Kirsten Sr., and Matthew Karl.

Picture No. 2 shows 40-year members Elwin Daby, left, with President Gary Omboni and Business Representative Garry Playford.

Picture No. 3 shows 40 year members, from left: Sal Pagano, Kenneth Imm, Gus Neilson, John Centofanti Sr., Malcolm MacDougall, Gus Nelson, Bill Kerr, Gene Fallon, Steve Lazorchak, Albert MacDougall, Pete Caimi, George Partelow Sr., and Stanley Mruz.

Picture No. 4 shows 35-year members, from left: Salvatore Gililiano, George Adams, Frank Strick, Carl Swanson, Joe Lanza, Harold Schneider, Asa Barnes Sr., Al Gammaratti, and Tony Caplia.

Picture No. 5 shows 30-year members, kneeling, from left: Harvey Miller, Frank Ferraro, Mike Dolcimascola, Henry Gourdine, Steve Pinter, Franz Kirstein II, Vincent Placona, and Al Ganim.

Standing, from left: Art Davidson, Ed Nanni, Ralph Stelluti, Manny Delrio Jr., John Benvin, Bill Scully, Carl Schmid, August Ortmann, Gabe Galletto, and Phil Goodrich.

Picture No. 6 shows 25-year members, from left: Mike Lorenz, Paul Nadeau, John Centofanti Jr., Jim Romine, Antonio Armesto, Ed Ward, Dave Tolib, Rudy Reiman, Dave DeSousa, Pasquale Finnelli, John Vlacancich, Merv Verpermann, and Tony De Sousa.

Tarrytown, N.Y.—Picture No. 3

Tarrytown, N.Y.—Picture No. 4

Tarrytown, N.Y.—Picture No. 5

Tarrytown, N.Y.—Picture No. 6

San Bruno, Calif.—Picture No. 1

San Bruno, Calif.—Picture No. 2

San Bruno, Calif.—Picture No. 3

San Bruno, Calif.—Picture No. 4

San Bruno, Calif.—Picture No. 5

San Bruno, Calif.—Picture No. 6

San Bruno, Calif.—Picture No. 7

SAN BRUNO, CALIF.

Local 848 recently held its "Old Timers" pin party honoring members with 25 or more years of service to the Brotherhood. The year 1985 also marked the 75th anniversary of Local 484, organized March 28, 1910. A fine time was had by all at a dinner dance with music provided by the Tommy Donato Trio.

Picture No. 1 shows 25-year members, seated, from left: John A. Gustafson, business agent and financial secretary; James Ellis; James Jones; and William Achziger.

Standing, from left: Trinidad Ruiz; Bruno Alpi; William Macreadie; Charles Taylor; John Roylance, recording secretary; Jack Williams; William Scroeder; and Hubert Myers.

Picture No. 2 shows 30-year members, seated, from left: Eli Premenko, Wilfred Gerrits, and Carl Young.

Standing, from left: Peter Kpocrak; Donald Richman; W. T. Ponder; LeRoy Sutherlund; William Lovingood, treasurer; Joe Grisby, Bay DC of Carpenters; and Ken Marsh.

Picture No. 3 shows 35-year members, kneeling, from left: Victor Copan, Sherman Sabel, and Richard McKay.

Sitting, from left: Roy David, Leland Micheletti, Raymond Giusti, Joseph Halter, Norman Luchsinger, Ed Drummond, and William Schroeder.

Standing, from left: Tom Spellman, trustee; Grisby, Bay County DC; Harold Maffei; Jack Linneman; Atilio Agresti; Louis Felarski; Harold Lucas; Donald Hennessey; Albert Bertetta; Leon Caujolle; Dominic Fistolera; Charlie Rocco; Larry Schindler; Mac Hurn; Leon Bondonno; and Albert Herminghaus.

Picture No. 4 shows 40-year members, from left: Lonnie Higgins and Arthur Patrick.

Picture No. 5 shows 45-year member Nello Ciucci, center, being congratulated by Joe Grisby, Bay County DC of Carpenters, left, and Anthony Ramos, executive secretary California State Council of Carpenters, right.

Picture No. 6 shows 55-year member Archie McDonnell, right, with Business Rep. and Financial Secretary Gustafson.

Picture No. 7 shows 60-year member August Erickson, right, also with Gustafson.

BERWYN, ILL.

Members with 25 and 50 years of service to the Brotherhood were awarded pins at Local 54's annual Christmas party.

Pictured are 25-year members, seated, from left: Ferdinand Fabsits, William Sonka, Edward Mikos, and Frank Knapczyk.

Standing are, from left: Kenneth Mocarski, financial secretary; Martin Umlauf, business manager; Robert Lid, president; and Eugene Dzialo, business agent.

Other members receiving their pins were **25-year members** Michael Biskup, William Campbell, George DeVito Jr., Paul Domolky, Edward Fuhrmann, Frank Murawski, Hartwig Naliwko, Bruno Rosch, and Joseph Rothenberger; and **50-year members** Arden Dewsnap, George Hansen, and Frank Zahrobsky, whose grandson, Wayne, received his journeyman certificate at the same Christmas party.

Wilkes-Barre, Pa.—Picture No. 1

WILKES-BARRE, PA.

Local 514 President Richard Klink presented service pins to members of longstanding service at a recent local meeting.

Picture No. 1 shows 50-year member Ronald Littleton, left, receiving congratulations from Edward Blazejewski Sr., business representative of the Keystone District Council of Carpenters.

Picture No. 2 shows 45-year members, seated, from left: David Jones, Dominick Recine, Ivan Covert, Charles Rupert, and Maurice Kresge.

Standing, from left: John Okal, Herman Hildebrand, Ilio Maurizi, Alfred Ninotti, and James Parry.

Picture No. 3 shows 40-year members, seated, from left: Joseph Salano, Michael Duda, Norman Cooper, Nelson Spaide, and John Raggi.

Wilkes-Barre, Pa.—Picture No. 5

Standing, from left: Victor Nienus, William Kozey, Michael Levy, and John Helfrich.

Picture No. 4 shows 35-year members, seated, from left: Michael Mirsola, Joseph Baluta, Lloyd Jennings, Frank Drost, and Michael Lombardo.

Standing, from left: Carl Youngblood, Vladimir Dutko, William Ide, Charles Wheeler, William Unvarsky, and Paul Condurso.

Picture No 5 shows 30-year members, seated, from left: Harold Moss, Donald Purvin, and George Zarychta.

Standing, from left: Charles Makarewicz and Frank Suscavage.

Picture No. 6 shows 25-year members, seated, from left: Angelo Guiliano, Donald McHale, Guy Acierno, and Edward Blazejewski Jr.

Standing, from left: Edward Gluc, Joseph Kashuba, and Eugene Sivilich.

Picture No. 7 shows 20-year members, seated, from left: Joseph Janora, Richard Mogavero, Joseph Swartz, and Edward Milbrodt.

Standing, from left: Raymond Dluzeski, Karl Kaminski, Leo Carr, William Sennett, and Jerry Hanchulak.

Wisconsin Rapids, Wisc.

WISCONSIN RAPIDS, WISC.

Leo T. Kubisiak Sr.'s fame has spread beyond his city limits to at least 13 Wisconsin counties. Kubisiak recently received his 65-year pin from Local 820. Soon after, Financial Secretary Mark Erickson learned that Kubisiak, born April 1898, initiated August 1920, holds the longest continuous membership card in the Wisconsin River Valley District.

Pictured is Kubisiak with pin in hand and his wife Sophia on his arm.

Wilkes-Barre, Pa.—Picture No. 2

Wilkes-Barre, Pa.—Picture No. 4

Wilkes-Barre, Pa.—Picture No. 6

Wilkes-Barre, Pa.—Picture No. 3

Wilkes-Barre, Pa.—Picture No. 7

Phoenix, Ariz.—Picture No. 1

Phoenix, Ariz.—Picture No. 2

Phoenix, Ariz.—Picture No. 5

Phoenix, Ariz.—Picture No. 3

Phoenix, Ariz.—Picture No. 4

PHOENIX, ARIZ.

At its annual pin presentation ceremony, Local 1089 honored members with 25 to 70 years of service.

Picture No. 1 shows Jack Greene, executive secretary-treasurer of the Arizona State District Council, left, who presented retired financial secretary Jerry Hofman, center, with his 50-year pin; and Robert Boggs, business representative and financial secretary, right, with his 25-year pin.

Picture No. 2 shows 30-year members, from left: H. Rocky Shackelford and Carl Diamond.

Picture No. 3 shows 35-year members, front row, from left: Elmer Stewart, Pete Krawchuk, J. R. Weigle, Nick Gallegos, Kurt Tadewald, and Jack Mitchell.

Middle row, from left: Lonnie Hopper, William Archer, Harold McCombs, Carwin "Buck" Rogers, and M. A. McCarty.

Back row, from left: Ray Chavez, Jack Nelson, and Francis Jackson.

Picture No. 4 shows 40-year members, front row, from left: George Hester, George Patschke, Robert Eager, Roy Longshore, Fred Long, and Welborn Parker.

Middle row, from left: James B. Porter, Alfred Sutton, and Manuel Maldonado.

Back row, from left: Fred C. Bailey, Harold Baldwin, and Fayburn Johnson.

Picture No. 5 shows 45-year members, from left: Ellsworth J. Purdy and Wesley Edwards.

Picture No.6 shows 70-year member Albert Golder.

Picture No. 6

Columbia, S.C.

Tacoma, Wash.

COLUMBIA, S.C.

Members of Local 1778 recently received pins to honor their years of service to the Brotherhood.

Pictured seated are, from left: James Tart, 23 years; K. W. Monville, 20 years; Milford Ward, 25 years; and Sam Mouzou, 20 years.

Standing, from left: Financial Secretary and Business Representative F. R. Snow, 33 years; D. C. Hammack, 35 years; Frank Wojack, 21 years; R. D. Hood, 20 years; B. E. Sish, 20 years; and Marvin Miles, 20 years.

The "Service To The Brotherhood" section gives recognition to United Brotherhood members with 20 or more years of service. Please identify photographs clearly—prints can be black and white or color—and send material to CARPENTER magazine, 101 Constitution Ave., N.W., Washington, D.C. 20001

TACOMA, WASH.

Local 2633 recently celebrated its 50th anniversary with a pin presentation for 50-year members.

Pictured are, from left: Mike Wargo, Frank Sidorski, John Sader, Mike Rutz, Rueben Larson, and Ludvig Haugland. Members also receiving **50-year pins** but not present for the photo were George Baron, Floyd Deland, Tillie Grout, Ralph Johnson, Frank Junntti, Ed Miller, Leo Simpson, and Stan Vlastel. Seventh District Board Member H. Paul Johnson was on hand for the momentous occasion and presented pins to the members.

IN MEMORIAM

The following list of 394 deceased members and spouses represents a total of $687,698.95 death claims paid in February 1986; (s) following name in listing indicates spouse of members

Local Union, City

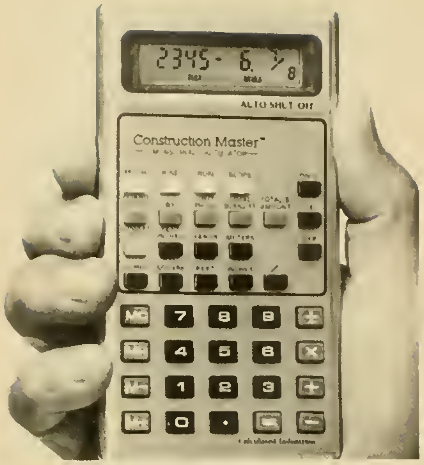
5 **St. Louis, MO**—Alexander Dryton, Frank Gratis, Sr., Irene Roesch (s), William F. Kaltenborn.
6 **Hudson County, NJ**—Haiman Rockoff, Melvin Scott, Rudolph Wolf.
7 **Minneapolis, MN**—Audrey Y. Fiedler (s), Marjorie A. Johnson (s), Peter Sandin.
8 **Philadelphia, PA**—Gordon Evans, Thomas H. F. Gibson.
9 **Buffalo, NY**—John E. Cheslow, Margaret Becker (s), William Wincheser.
10 **Chicago, IL**—Adolphus Williams, Patricia E. Gillispie (s).
11 **Cleveland, OH**—Clyde J. Kersten, Edward N. Mercier, Sr., Louis Marcus Kettel.
12 **Syracuse, NY**—Arthur Walters, Bruce W. Mann, John H. Breece, Thomas Barone.
15 **Hackensack, NJ**—Alexander J. Giannotti, Charles B. Anthony, John Celi, Phillip R. Furman.
18 **Hamilton, Ont., CAN.**—Ruth Pringle (s).
22 **San Francisco, CA**—Catherine E. Steinauer (s).
27 **Toronto, Ont., CAN**—Antonio Rosati.
33 **Boston, MA**—Alfred Zaffini, Michael F. Sweeney.
35 **San Rafael, CA**—Samuel Riboli.
36 **Oakland, CA**—Edward C. Brunson, Evelyn Petty (s), Everett Pierson, Mallory Todd, Jr.
48 **Fitchburg, MA**—Stanley Herbeck.
54 **Chicago, IL**—Joseph Hlavacek, Louis Grieger, Oscar Madtsen.
55 **Denver, CO**—Charles E. Zimmer, Donald Jarrett, Stanley Bergman.
60 **Indianapolis, IN**—Thelma G. Behrens (s).
69 **Canton, OH**—Antonio Logozzo.
74 **Chattanooga, TN**—Clyde Walter Massey, John B. Cross.
80 **Chicago, IL**—Billie Johnson (s), Edward J. Pitra, Freeman H. Blough.
83 **Halifax N.S., CAN**—Clarence Eugene Fisher.
87 **St. Paul, MN**—Aibert Lamotte, Carl R. Lindquist, Eric Mattson, Lloyd Butenhoff, Peter N. Latuff.
89 **Mobile, AL**—Emmitt Earl Fleming, George Richard Richardson, Nolan B. Thomas.
90 **Evansville, IN**—Henry F. Kuhlman, Marilyn J. Kifer (s), Oswald Roth.
91 **Racine, WI**—John Masik.
93 **Ottawa, Ont., CAN**—Edward Leeder.
94 **Providence, RI**—Anders Andersen.
101 **Baltimore, MD**—Edward I. Dunigan, Estelle S. Birkelien (s).
102 **Oakland, CA**—Arthur James Tennier, Elmer D. Sullivan, Fred Alexander Evans.
103 **Birmingham, AL**—Clarence M. Wilson.
104 **Dayton, OH**—Ruth A. Campbell (s).
105 **Cleveland, OH**—George L. Rinehart.
106 **Des Moines, IA**—Craig L. Hollingworth.
108 **Springfield, MA**—Horace P. Biondi, Merle Ruth Eklund (s).
114 **East Detroit, MI**—Arthur C. Linteau, Fred Schindler.
116 **Bay City, MI**—Louis H. Serum.
118 **Detroit, MI**—Donald F. Champagne, John E. McLellan, John Harry Moyer, Joseph Noble, Lawrence C. Samp, Mack L. Johnson, Peter Westerlund.
124 **Passaic, NJ**—Cornielus Maas II, John Meyer, Leopold Stidl, Jr., Oswald A. Krause.
131 **Seattle, WA**—Everett A. Thomas.
132 **Washington, DC**—Amelia Ann Long (s), Raymond D. Albrite, Thomas Eligia Gilliam.
133 **Terre Haute, IN**—Lois Johnson (s), Ray W. Tennis.
135 **New York, NY**—Andrew Dobush, Celia Moll (s), Samuel Nozick.
141 **Chicago, IL**—Elmer C. Lindholm, Jack Marsh Bell, Nils E. Holgerson.
144 **Macon, GA**—Augustus Thomas Edwards, James F. Hutto.
149 **Tarrytown, NY**—Frank Cristello.
161 **Kenosha, WI**—Magdalene Packard (s).
168 **Kansas City, KS**—Lloyd E. Stevenson.
171 **Youngstown, OH**—Warren E. Major.
181 **Chicago, IL**—Holger J. Mortensen, Paul S. Nielsen.
182 **Cleveland, OH**—Karl Voll, Stephen J. Phillips.
191 **York, PA**—Ray W. Werner.
198 **Dallas, TX**—Caton B. Roberts, Clyde John Reddell, Reed S. Bartlett, Virginia Bailey (s).
199 **Chicago, IL**—Anna Linnea Bergstrom (s), Ruth V. Bootman (s).
200 **Columbus, OH**—Clinton Orr, Harold C. Nelson, Lois G. Formyduval (s).
201 **Wichita, KS**—Teresa R. Foulk (s).
203 **Poughkeepsie, NY**—Doris E. Mostaccio (s).
210 **Stamford, CT**—John W. Scofield.
230 **Pittsburgh, PA**—Glenn P. Davis.
232 **Fort Wayne, IN**—Clarence Hormann.
242 **Chicago, IL**—Cecil Rándolph MacDonald, Donald J. Marta.
246 **New York, NY**—Amelia Ubertini (s).
247 **Portland, OR**—Arlene H. MacKinnon (s), Frank Jarvis, Grace Weitzel (s), Henry Legler, John P. Woods.
254 **Cleveland, OH**—Raymond Doyle.
257 **New York, NY**—Isaac Sheps.
261 **Scranton, PA**—Samuel L. Moon.
262 **San Jose, CA**—Paul Lee Bruton.
264 **Milwaukee, WI**—Chris Wassen, Sr., Michael E. Kubricky.

Local Union, City

265 **Saugerties, NY**—Bonita Starke (s).
267 **Dresden, OH**—Carl Dispennett.
275 **Newton, MA**—Joseph Leo Leblanc.
280 **Niagara-Gen&Vic, NY**—Mark M. Delia.
297 **Kalamazoo, MI**—Carl Tenney, William Harold Harris.
304 **Denison, TX**—Clarence L. Suiter, Owen Pearson.
311 **Joplin, MI**—Fred V. Clouse.
314 **Madison, WI**—Wilfred V. Wagner.
319 **Roanoke, VA**—Susan Crookshanks (s).
323 **Beacon, NY**—Salvatore G. Muscat.
343 **Winnipeg, Mani., CAN**—Victor Johnson.
344 **Waukesha, WI**—Peder H. Johnson.
345 **Memphis, TN**—George H. Daniels.
348 **New York, NY**—Felix Aragona, Joseph Lollo.
350 **New Rochelle, NY**—Mario DeLauretis.
354 **Gilroy, CA**—Freeman L. Northcott.
355 **Buffalo, NY**—Eugene Tschaepe.
359 **Philadelphia, PA**—Carl A. Widmann, Frank M. Putz, Jr.
361 **Duluth, MN**—Peter O. Gustafson.
363 **Elgin, IL**—Lyle T. Anderson, Virginia Bolger (s), Walter Goodiell.
388 **Richmond, VA**—Lawrence Lee Moore.
410 **Ft. Madison&Vic, IA**—Martin P. Halbasch.
434 **Chicago, IL**—John J. Cohan.
452 **Vancouver, BC, CAN**—Bryan Brend, Ernesto Dopaco.
470 **Tacoma, WA**—Joseph W. Laba.
480 **Freeburg, IL**—Delphine Reichert (s).
483 **San Francisco, CA**—Harvey A. Dahlberg, Raymond Sparrow.
503 **Lancaster, NY**—Joseph A. Sojka.
510 **Berthoud, CO**—Fred Windecker.
531 **New York, NY**—Fred Krausch, Mary Stanek (s).
538 **Concord, NH**—Carl E. Rines.
548 **Minneapolis, MN**—John Naastad, Louis E. Klopping.
550 **Oakland, CA**—Jack Giunta, Steve Stepanich.
562 **Everett, WA**—Paul A. Bramann.
563 **Glendale, CA**—Lyle C. Ramsey.
596 **St. Paul, MN**—Eleanor J. Colburn (s), Nels G. Lindberg, Richard A. Jaworski.
599 **Hammond, IN**—John Tall.
608 **New York, NY**—Michael McGovern.
620 **Madison, NJ**—Samuel Mason.
623 **Atlantic County, NJ**—Walter Kaltenbach.
627 **Jacksonville, FL**—Judith Shiferdek Palow (s).
638 **Marion, IL**—Alfred Wheaton.
642 **Richmonnd, CA**—Arthur Allen Adams.
654 **Chattanooga, TN**—Linus R. Ginn.
665 **Amarillo, TX**—Walter E. Wilborn.
668 **Palo Alto, CA**—Loyd V. Crothers.
690 **Little Rock, AR**—Hobert A. McCabe, James L. Snell.
698 **Covington, KY**—Joseph Bryant Garrigus.
701 **Fresno, CA**—Barbara I. Hasse (s).
705 **Lorain, OH**—Raymond Brunner.
721 **Los Angeles, CA**—Denis Silver, Michael Martinez.
725 **Litchfield, IL**—Richard Hantla.
732 **Rochester, NY**—Conrad Wolf.
740 **New York, NY**—James Gibbs.
743 **Bakersfield, CA**—Clair Boston, Nicolas Bonilla Gomez.
747 **Oswego, NY**—Shirley E. Marlowe (s).
751 **Santa Rosa, CA**—Eldora Flaine Cole (s).
756 **Bellingham, WA**—Raymond J. Bajema.
758 **Indianapolis, IN**—Arthur J. Heichelbech.
764 **Shreveport, LA**—Audie Edward Hodgers (s), Ben W. Ayers.
769 **Pasadena, CA**—Alice B. Krauss, F. Delmer Bowne (s).
780 **Astoria, OR**—Carl W. Hill.
792 **Rockford, IL**—Axel R. Carlson.
795 **St. Louis, MO**—Vicki Lynn Rose (s).
821 **Springfield, NJ**—Epifanio Aponte.
829 **Santa Cruz, CA**—Robert A. Baker.
836 **Janesville, WI**—Spencer Belzer.
844 **Canoga Park, CA**—Dessie U. Tadlock (s).
848 **San Bruno, CA**—Robert Hale.
902 **Brooklyn, NY**—Frank Danisi, Olaug Margaret Thinesen (s).
918 **Manhattan, KS**—Pearl Cain (s).
943 **Tulsa, OK**—Lellus Ore Martin.
944 **San Bernardino, CA**—Frank M. Wilson.
947 **Ridgway, PA**—Jesse B. Moyer.
973 **Texas City, TX**—Ricky Knight Fisher.
977 **Wichita Falls, TX**—Edward R. Roberts.
998 **Royal Oak, MI**—Earl L. Watson.
1000 **Tampa, FL**—Alma Deloria Martin (s).
1005 **Merrillville, IN**—Frederick J. Krieg, Genevieve Flynn (s).
1027 **Chicago, IL**—Frieda Holtz, Heinrich Szlatki (s), John Nygaard, Robert Moeller.
1050 **Philadelphia, PA**—Joseph Fiorello.
1052 **Hollywood, CA**—Bennie Dean Williams (s).
1053 **Milwaukee, WI**—Alex Gramblicka.
1055 **Lincoln, NE**—Harry E. Nourthup, Marion V. Crumb (s).
1062 **Santa Barbara, CA**—Claude H. Irby, Robert C. Greenwood.
1080 **Owensboro, KY**—Thurman T. Varble.
1084 **Angleton, TX**—Carlie B. Critendon, Henry G. Boles.
1089 **Phoenix, AZ**—Benjamin Baum, Lewis M. Moe.

Local Union, City

1097 **Longview, TX**—Gid McDonald.
1108 **Cleveland, OH**—Frank P. Kolarsky, Fred Pachasa, George Klubnik.
1109 **Visalia, CA**—Ollie Elizabeth Roberts (s).
1132 **Alpena, MI**—Ethel Kraniak (s).
1134 **Mt. Kisco, NY**—George De Flavis, Octavio Silvagnoli.
1136 **Kettle Falls, WA**—Walter Jack Peterson.
1143 **La Crosse, WI**—Loren Johnson.
1149 **San Francisco, CA**—Loong Geung Fong.
1164 **New York, NY**—Edmond Deamicis, John M. Larson.
1185 **Chicago, IL**—Frances D. Johnson (s), Richard L. Maskoff.
1263 **Atlanta, GA**—Alex W. Busby.
1271 **Nevada, MO**—Ernest Lester West.
1275 **Clearwter, FL**—John Hart.
1303 **Port Angeles, WA**—Albert Leroy Chapman, Henry Andrews, Lloyd O. Palmgren.
1307 **Evanston, IL**—Raymond Powroznik.
1308 **Lake Worth, FL**—Helen Amarescu (s), Leslie Belcher.
1329 **Independence, MO**—Frank Noynaert.
1345 **Buffalo, NY**—Harold Haskins.
1353 **Sante Fe, NM**—Pedro Gonzales.
1394 **Ft. Lauderdale, FL**—Andrew A. Schmelz.
1400 **Santa Monica, CA**—John M. Harry.
1407 **San Pedro, CA**—Thomas Stromberg.
1408 **Redwood City, CA**—Emily Chell (s), Frank Marinelli.
1418 **Lodi, CA**—Albert Hinsz, Martin Christensen.
1419 **Johnstown, PA**—Mildred R. Mack (s).
1453 **Huntington Beach, CA**—John Paul Kudika.
1456 **New York, NY**—Elsa Kjarbo (s), Karin Kristenson (s), Kathleen Guerin (s), Margaretta Pearson (s), Martin Penny.
1476 **Lake Charles, LA**—Clarence A. Hunt.
1478 **Redondo, CA**—Clyde A. Tallant.
1485 **La Porte, IN**—Joan Schroeder (s).
1486 **Auburn, CA**—Donald H. Gregory.
1490 **San Diego, CA**—Joseph Janiec.
1506 **Los Angeles, CA**—Vernon A. Kirklen.
1507 **El Monte, CA**—Herbert A. Clemens, Munetoshi Furuken.
1509 **Miami, FL**—Mildred McGuirt (s), Rubin E. Olson.
1539 **Chicago, IL**—Marcella V. Froelich (s).
1571 **East San Diego, CA**—Howard M. Vandeveer.
1573 **West Allis, WI**—Carl Molitor.
1596 **St. Louis, MO**—Joseph A. Badura.
1607 **Los Angeles, CA**—Stephine Ann Clifford (s).
1632 **S. Luis Obispo, CA**—Bertha J. Preusser (s).
1650 **Lexington, KY**—Charles W. Hedger, Fred Arvin, James R. Taylor.
1664 **Bloomington, IN**—Gilbert Barr.
1689 **Tacoma, WA**—Don S. Lewis, Esther T. Ogland (s), John B. Clark.
1707 **Kelso Longvew, WA**—Bessie E. Sundberg (s).
1750 **Cleveland, OH**—Harold Kaninsky.
1752 **Pomona, CA**—Clarence S. Williams.
1755 **Parkersburg, WV**—Roma E. Beardsley (s).
1764 **Marion, VA**—Carl B. Harrington, Everette C. West.
1772 **Hicksville, NY**—Frederick A. Holzwarth.
1789 **Bijou, CA**—Fred Hasbrouck.
1797 **Renton, WA**—John Calhoun, Willard C. Parker.
1815 **Santa Ana, CA**—Daniel B. Griggs, Edmund E. Zozaya, John Jaworsky.
1827 **Las Vegas, NV**—Arthur Ralph Paquette.
1837 **Babylon, NY**—Alexander Korbe.
1846 **New Orleans, LA**—Guy A. Gebbia, Henry F. Thibodeaux.
1849 **Pasco, WA**—Bill V. Toney.
1856 **Philadelphia, PA**—Frank J. Hochmuth, Michael Mason.
1865 **Minneapolis, MN**—David H. Morrison.
1884 **Lubbock, TX**—Paul A. Thomas.
1913 **Van Nuys, CA**—Carl Krohn, Sue Tsugi Ishikawa (s).
1921 **Hempstead, NY**—Sophie L. Helms (s).
1929 **Cleveland, OH**—Dale G. Miller.
1947 **Hollywood, FL**—Ismet Djokaj.
1959 **Riverside, CA**—Heinz Koch, Samuel Mason.
2006 **Los Gatos, CA**—Floyd W. Olson.
2018 **Ocean County, NJ**—Lavinia C. Justice (s).
2024 **Miami, FL**—Carl E. Moffett.
2046 **Martinez, CA**—Anthony J. Buffo.
2099 **Mexico, MO**—Charles Fred Sims.
2166 **Albuquerque, NM**—Jimmie Earlene Mullen.
2168 **Boston, MA**—Harold Parsons.
2275 **McMinnville, OR**—John Crawford.
2287 **New York, NY**—Ethel Krebs (s).
2288 **Los Angeles, CA**—Angelia M. Hatcher (s), John C. Folk, Magdlyn Marie Edwards (s).
2313 **Meridian, MS**—Howard A. Hudson.
2334 **Baraboo, WI**—Leo J. Crawley.
2375 **Los Angeles, CA**—Arnold G. Lewis, Chesley E. Burkey, Jamers E. Strickland, Mason Y. Crews.
2391 **Holland, MI**—Warren E. Nysson.
2396 **Seattle, WA**—Floyd Miller.
2404 **Bancouver, BC, CAN**—Hellen Kathleen Sedola (s), Joan Luscombe (s).
2463 **Ventura, CA**—Ralph A. Anderson.
2519 **Seattle, WA**—Arthur J. Lafreniere.
2693 **Pt. Arthur, Ont., CAN**—Kenneth W. Gillam-Wright.
2756 **Goshen, OR**—Robert Earl Franklin.
2767 **Morton, WA**—Kenneth McClure Davis.
2791 **Sweet Home, OR**—Allen L. Duncan.



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Card # ____________ **Exp. Date** ______
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Local Union, City
2816 **Emmett, ID**—Chester Colburn.
2942 **Albany, OR**—Matthew H. Tudor, Ruth Naomi Lewis (s).
2993 **Franklin, IN**—Willie R. Smith.
3054 **London, Ont., CAN**—Harold Arthur McCoy.
3074 **Chester, CA**—Peter Melhus.
3091 **Vaughn, OR**—Carl E. Johnson, George M. Fisher.
3103 **Martinsville, VA**—Doctor T. Craighead.
3127 **New York, NY**—William Frankel.
3103 **Martinsville, VA**—Doctor T. Craighead
3161 **Maywood, CA**—Rosario Ochoa Rodriguez (s).
3199 **Conway, NC**—Virginia L. Moore.
3219 **Toronton, Ont., CAN**—Thomas Alvin Rea.
9042 **Los Angeles, CA**—Jack Denny Peterson.
9345 **Miami, FL**—George Henry Skinger.
9440 **Santa Ana, CA**—Alfred Edward Maxwell.

Taking the Initiative

Continued from Page 26

mill-cabinet representatives in March—one at the U.S. Industrial Conference in Indiana and one at the Canadian Industrial Conference in Toronto. The sessions were chaired by First General Vice President Sigurd Lucassen.

A Greater Role—With growing challenges in many of our industries—such as new machinery which has increased capacity and eliminated jobs, development of national and often international markets in formerly regionally-based industries, and coordinated corporate efforts to undermine union conditions in various industries—the International has taken on a new role in coordinating the bargaining and organizing efforts of affiliates. When corportions coordinate their bargaining on a national or international basis, the UBC has responded with national and international conference boards. Where common industry problems confront local unions, industry meetings such as the mill-cabinet meeting have been called by the General Office. Where locals bargain with different units of the same corporation, coordinated bargaining committees have been formed by the International. In every instance, the International has taken the initiative in seeing that we are responding in the most effective way to the needs of our industrial members.

The Collective Bargaining Committee Program—A test run of the new UBC Training Program for Collective Bargaining Committees was conducted at both the U.S. and Canadian Industrial Conferences. The program includes an audio-visual program, a manual for committee members, and written materials. Using feedback from representatives at the Conferences, the audio-visual program is being put into final form and will be available for representatives use in early summer.

Get On Board . . . The UBC Express—The UBC's new voluntary organizing program—"Get on Board," was initiated in 1985. (The program was initially known as "85% in '85" and changed its name to "Get on Board" in January 1986.) UBC stewards and members using the program have already signed up hundreds of new members in "right-to-work" states. Consisting of in-plant organizing training, steward and officer training, and accompanying materials, the "Get On Board" program was introduced into 71 locals by International and Council representatives with over 1,200 new members signing up in the first year.

The program is now being extended to include non right-to-work states and plans are being formulated to include unorganized shops as well.

Shipyard Representation—The Brotherhood is also increasing its activities involving members employed in shipyards. Last year it assigned a new, roving representative to this industrial sector. UBC

Health Care Costs

Continued from Page 5

initiative and pass health care cost containment legislation. The UBC urges that public programs be developed to assist facilities, including inner city public hospitals which serve a disproportionate share of low-income patients. We also support the enactment of legislation to distribute the burden of treating the medically indigent equitably among hospitals, and we oppose the current practice of giving for-profit corporations preferential treatment for their capital investment under the Medicare reimbursement system.

We will support efforts to improve living conditions for patients in nursing homes and to assure decent wages and working conditions for employees in such facilities. Labor will support legislation to improve the continuity and quality of care for those in need of mental health services, and viable retraining programs enabling workers employed in mental health institutions to obtain jobs in community facilities.

The recent AFL-CIO convention in Los Angeles resolved:

"The AFL-CIO will continue within the limits of its capacity to provide assistance to affiliates developing cost-containment initiatives to reduce the cost of collectively-bargained health insurance benefits without diminishing quality or access to care. Such initiatives include preadmission authorization programs, utilization review, mandatory second surgical opinions, case management, encouraging the use of generic drugs, and developing alternative delivery systems like HMOs and PPOs. We also urge affiliates to participate in local coalitions with other trade unionists as well as any other groups in the community which will join with us in efforts to control costs, improve quality, and enhance access to care.

"Millions of workers are victims of plant closings or permanent layoff, and find themselves without any health insurance coverage to protect their families. The federal government should establish an emergency program to provide health insurance protection for these unemployed workers." UBC

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For further information contact: Pence Industries, 819 Cedar Street, P.O. Box 718, Springfield, OH 45504. Telephone: 513-325-1813.

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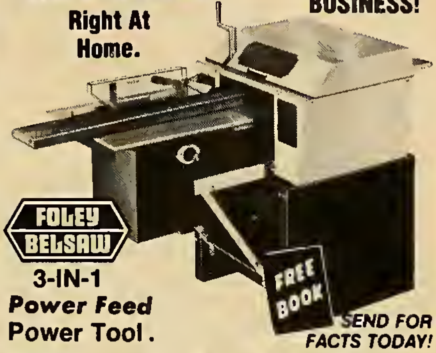

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Seed Planting Time for Jobs, Pensions, Industrial Growth

'Hollow' corporations can destroy North America's strength and stability

It's green-up time across North America, as many of our members who are part-time farmers will tell you. If the seeds aren't already in the ground, you'd better move quickly and plant them, because, as the Good Book says, "As you sow, so shall you reap."

We're doing some seed planting in the United Brotherhood. This spring, we're planting seeds of thought in the minds of every pension portfolio manager in the United States and Canada, telling them that we expect union-pension seeds to be planted in corporate investments and in union firms which bloom into jobs for UBC members. By harvest time we expect to see more and more union construction coming from our pension seed packets. We expect to see more manufacturing jobs for union members and fewer layoffs. We sow; we expect to reap.

As I stated in my message to you, last month, "The use of union pension fund assets to support companies bent on undermining worker and union rights is not only wrong, it threatens the very integrity and viability of these funds."

Any farmer will tell you, you have to plant the best seed to harvest a good crop, and the best seeds, in our case, come from the pension funds of those hundreds of thousands of UBC construction and industrial members who will wither on the vine if they're not working. In the long run, the vitality of a construction firm or a manufacturing firm will just fade away, the vast funds of the pension-management organizations will diminish if there aren't enlightened employers and prosperous workers, directly or indirectly, feeding the pension-funds kitty, so to speak.

The magazine, ***Business Week***, in its March 3 issue put its finger on the basic threat to North America's economy and, in the long run, on the pension-portfolio business. It published a 20-page article entitled, "The Hollow Corporation," in which it deplored the slipping away of America's industrial base, with the loss each year of thousands of well-paid industrial and unionized jobs.

I don't know how many corporate and public leaders will heed the magazine's warning, but the threat is clearly described: "From autos to semiconductors, many U.S. manufacturers are turning into marketers for foreign producers. A new type of company is emerging—one that may design or distribute but doesn't actually make anything. A hollow corporation. It is a phenomenon our economy cannot afford."

Companies are abandoning manufacturing to bolster their profits through acquisitions of other companies, mergers, stock options, union busting, and ties with foreign corporations . . . "quick fixes that foreshadow a national crisis," is how ***Business Week*** describes them.

And, to get back to my original point, such actions are jeopardizing the financial stability of countless worker-earned pension plans. In the past half century, Social Security in the United States and Social Insurance in Canada, combined with union-negotiated pension plans, have turned the retirement years of millions of North American workers into truly golden years. Many of these plans grew out of the Great Depression of the 1930's. North American workers have built up through hard bargaining a system of job benefits, including pensions, which must not be frittered away by pension-fund managers looking for quick fixes rather than job-creating investments.

It is one thing to get a good return on your investment. That's required by law.

But it's another thing to reap questionable dividends by buying into construction firms which cut labor costs by hiring scab and alien workers.

Labor has been telling public officials and corporate leaders for a long time: We don't want hollow corporations; we want a revitalized intrastructure for North American industry.

As *Business Week* states, "The idea that a post-industrial America can become increasingly prosperous as a service-based economy appears to be a dangerous myth . . . Service sector jobs just don't pack the punch of industrial jobs—in wages, innovations, and productivity."

I sometimes think that some of the former corporation executives and voodoo economists in the Reagan Administration think that the problem of America's eroding industrial base will just go away, if they don't think about it. They have multinational mentality when it comes to the nation's economy, even though they become super patriotic when it comes to foreign policy.

In this issue of ***Carpenter,*** and in previous issues as well, we have called attention to the non-union investment policies of many money managers. We have noted that the subsidiaries of such major corporations as American Express are putting union pension funds into non-union construction. We have shown how a labor boycott has affected the anti-union practices of the Louisiana-Pacific Corp. We reported seminars on the subject of the "union-free environment," where union-busting "experts" attempt to show corporate leaders how to avoid negotiating pension plans and other fringe benefits. (They should be holding seminars showing how a union environment can bring stability and prosperity to an ailing company.)

Business Week suggests that one way in which America can revitalize itself and put down foreign competition is through the use of more robots and more automation, with computers linking all the diverse operations. This is seen as a way to increase productivity.

Robots, of course, don't pay taxes, don't pay union dues, and don't have to be pensioned off.

Fine, but the central problem still remains: What happens to the workers? What happens to their negotiated fringe benefits? Are we all supposed to go out and get service jobs in fast food shops, selling hamburgers beside "guest workers" from overseas?

Patrick J. Campbell

Patrick J. Campbell
General President

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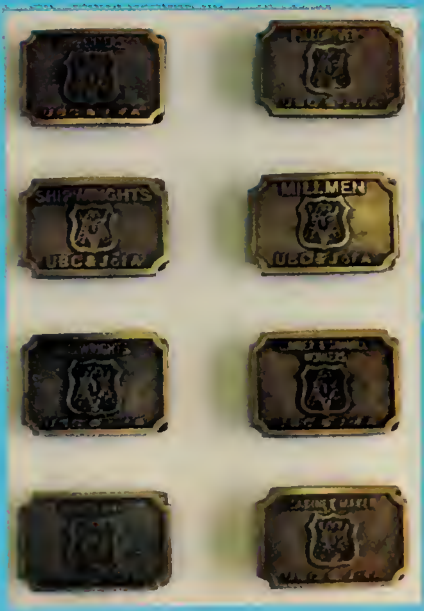

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June, 1986

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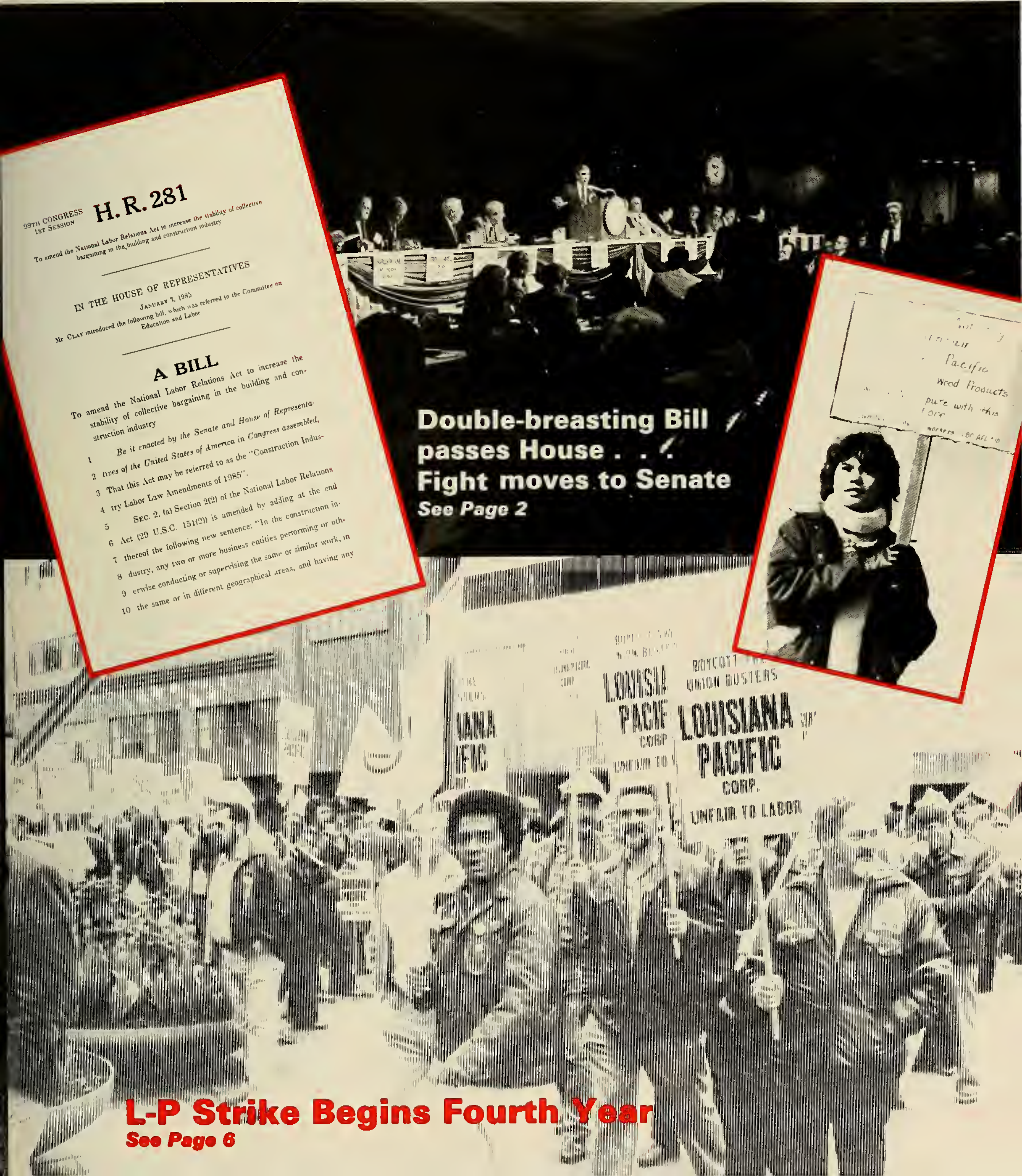

99TH CONGRESS
1ST SESSION

H. R. 281

To amend the National Labor Relations Act to increase the stability of collective bargaining in the building and construction industry

---

IN THE HOUSE OF REPRESENTATIVES

JANUARY 3, 1985

Mr CLAY introduced the following bill, which was referred to the Committee on Education and Labor

---

A BILL

To amend the National Labor Relations Act to increase the stability of collective bargaining in the building and construction industry

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be referred to as the "Construction Industry Labor Law Amendments of 1985".

SEC. 2. (a) Section 2(2) of the National Labor Relations Act (29 U.S.C. 151(2)) is amended by adding at the end thereof the following new sentence: "In the construction industry, any two or more business entities performing or otherwise conducting or supervising the same or similar work, in the same or in different geographical areas, and having any

Double-breasting Bill passes House . . . Fight moves to Senate

See Page 2

L-P Strike Begins Fourth Year

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CARPENTER

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Although we may not always realize it, the strength of the United Brotherhood is a force to be reckoned with. Those who take the union lightly need only look at this month's cover for proof positive of our might.

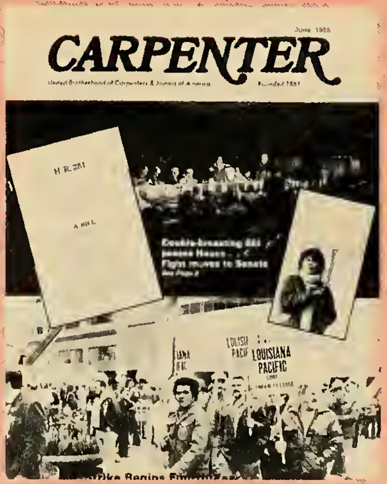
Just days before H.R. 281 reached the House floor for the crucial vote, many feared that the bill, which prohibits construction employers from setting up "double-breasted" operations and denying workers their hard-earned wages and benefits, could not win the necessary votes for passage. But in politics timing is everything . . .

During the AFL-CIO Building and Construction Trades Department Conference in Washington, D.C., President Robert Georgine exhorted UBC members and other building tradesmen to pound the pavement on Capitol Hill, reminding members of Congress of the importance of a yes vote. Conference goers responded with fervor, and then celebrated the bill's passage—cognizant that they had played a vital role.

Our purchasing power has been demonstrated, our financial muscle flexed, in the on-going strike against the Louisiana-Pacific Corp. This month marks the third anniversary of the strike and our resolve has not wavered.

Without the nationwide support of the L-P boycott and other coordinated strike activities, including the strike fund, many striking members would surely have lost the faith. But, knowing that hundreds of thousands of Brotherhood members are united behind the cause, the fight to bring justice to the L-P workers continues.

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.



U.S. Senator Daniel Inouye of Hawaii, left, and Congressman William Clay of Missouri, primary sponsor of H.R. 281, right, as they were escorted into the 1986 Building and Construction Trades Legislative Conference in Washington, D.C.

Building Trades Win First Round In Fight To Outlaw Double-Breasting

Conference Delegates Score Successes on Capitol Hill

By DAVID L. PERLMAN
AFL-CIO News

House members listened when building trades leaders from their home districts came calling and voted 229-173 for a labor-sought bill to curb double-breasted contractors.

The legislation, long a high-priority goal of the Building and Construction Trades Department, is aimed at contractors who evade their union agreements by setting up non-union subsidiaries paying substandard wages and benefits.

It passed the House on April 17, just hours after the legislative conference adjourned. Amendments that would have gutted the bill were soundly defeated.

In terms of lobbying impact, the building trades conference couldn't have been better timed. The House vote had been expected to be hairbreadth close.

When the 3,000 delegates arrived, BCTD President Robert A. Georgine stressed the importance of their mission in terms of the House vote. Double-breasting tactics, he charged, are eroding the living standards of workers and poisoning the collective bargaining process.

The bill's chief sponsor, Rep. William L. Clay (D-Mo.), warmly welcomed to the legislative conference, warned that antiunion employer groups were vigorously lobbying the other side.

AFL-CIO President Lane Kirkland gave the delegates a message to take to their meetings with House members.

He urged them to make sure that the House members they lobbied understand that the double-breasting bill is "a key issue" to the entire labor movement.

Let them know, Kirkland said, that the forthcoming vote is "a political litmus test" of whether members of Congress are "with us or against us."

In their Senate-side lobbying, the delegates were able to savor a major victory while the conference was still in session. That was the 54-44 vote that blocked an attempt to amend the Hobbs Act into a weapon against unions engaged in lawful strikes.

It was one of the issues that was given special attention in the legislative briefings that delegates received before meeting with their home-state congressional delegations.

In his keynote to the conference, Georgine warned that collective bargaining in the construction industry needs "a major repair job."

A system that has served workers and employers well for generations is "falling apart, not by neglect, but by design," he charged.

If open-shop contractors have their way, he warned, skills will be lost and "America will pay the price of shoddy construction in the years to come."

Georgine spoke of the pride in craftsmanship that has been a characteristic of generations of union workers, and warned that forcing wages and working conditions down to the lowest levels of open-shop contractors will deter "bright young workers" from following a trade.

America will be the loser, he warned, if the attacks on collective bargaining result in "carpenters who can pound nails but can't hang doors."

A caravan of buses took the conference delegates to their Capitol Hill lobbying rounds, and Kirkland noted that they were meeting with members of Congress on the day that income tax returns were due.

Lane Kirkland, president of the AFL-CIO, told delegates that "labor baiters" have put their stamp on many Republicans in Congress and that labor must fight its causes even harder than before.

While the House passed a "good," but "not perfect," tax reform bill, Kirkland noted, the Senate appears to be moving backwards towards using "regressive excise taxes to pay for income tax cuts for the rich and for corporations."

He suggested that the delegates remind their senators that the union members they represent pay more taxes than at least 50 of the nation's biggest and most profitable corportions that avoided all federal taxes.

Kirkland expressed concern at the shrinkage in the number of moderate Republicans in Congress who could be counted on to give working people "a decent shake." While labor still has "some Republican friends," they are "too few."

The "labor-baiters" who have put their stamp on the GOP are aided by "boll weevils who wear the Democratic label but who vote with Reagan," he noted. But "fortunately, there is an election on the horizon," Kirkland said.

New assaults on the Davis-Bacon Act's prevailing wage provisions were on the conference agenda. So were tax reforms, including a long-standing building trades campaign to allow tax deductions for the cost of traveling to and from often-distant construction sites.

The lobbying wasn't limited to strictly building trades issues.

Secretary-Treasurer Jacob Sheinkman of the Clothing and Textile Workers spoke to the delegates of the ravages that imports have inflicted on American industry and workers—and of the ripple impact on all segments of the economy. Similarly, UBC President Patrick J. Campbell was the emissary from the building trades unions to the overlapping legislative conference of the Industrial Union Department.

A big turnout of delegates and union people from the Washington area helped raise money for the Diabetes Research Institute at a dinner honoring America's athletes. Building trades unions have adopted this as a special cause.

Conference workshops covered a range of building trades concerns, including drug and alcohol abuse, safety enforcement, pension fund investments, apprenticeship training, media communications, and corporate strategies, among others.

But the final emphasis, as the delegates headed home, was to use the once-a-year legislative conference as the stimulus for a year-round program of communications with home-state congressional delegations.

Georgine told them that "1986 will be a watershed year in American politics." Without Ronald Reagan at the top of the ticket, he stressed, "candidates will have to present themselves to us on the basis of their platform and record."

He reminded them not to neglect state and local elections. With the budget squeeze of the Gramm-Rudman law, Georgine noted, the government role in construction will increasingly come from states and localities.

Union members and workers generally will benefit, he stressed, "if we are successful in restoring the collective bargaining system in the construction industry" and can protect gains made at the bargaining table from being wiped out by unfair laws.

How Your Representative Voted: Double Breasted

The Building Trades have called the double-breasted bill, designed to prevent contractors from having both union and non-union work crews (H.R. 281), the most important legislation on Capitol Hill this year.

The bill was passed on April 17. A "YES" vote for H.R. 281 is a vote in favor of union representation on the job. A "NO" vote supports the position of the union buster. "NV" indicates your representative did not vote. The legislation will increase the stability of collective bargaining in the construction industry.

This is how your representative in Congress voted:

	ALABAMA	
1	Callahan (R)	No
2	Dickinson (R)	NV
3	Nichols (D)	NV
4	Bevill (D)	Yes
5	Flippo (D)	Yes
6	Erdreich (D)	Yes
7	Shelby (D)	Yes
	ALASKA	
AL	Young D. (R)	Yes
	ARIZONA	
1	McCain (R)	No
2	Udall (D)	Yes
3	Stump (R)	Yes
4	Rudd (R)	Yes
5	Kolbe (R)	Yes
	ARKANSAS	
1	Alexander (D)	Yes
2	Robinson (D)	Yes
3	Hammerschmidt (R)	No
4	Anthony (D)	No
	CALIFORNIA	
1	Bosco (D)	Yes
2	Chappie (R)	No
3	Matsui (D)	Yes
4	Fazio (D)	Yes
5	Burton S. (D)	Yes
6	Boxer (D)	Yes
7	Miller G. (D)	Yes
8	Dellums (D)	Yes
9	Stark (D)	Yes
10	Edwards D. (D)	Yes
11	Lantos (D)	Yes
12	Zschau (R)	No
13	Mineta (D)	Yes
14	Shumway (R)	No
15	Coelho (D)	Yes
16	Panetta (D)	Yes
17	Pashayan (R)	Yes
18	Lehman R. (D)	Yes
19	Lagomarsino (R)	No
20	Thomas W. (R)	No
21	Fiedler (R)	No
22	Moorhead (R)	No
23	Beilenson (D)	Yes
24	Waxman (D)	Yes
25	Roybal (D)	Yes
26	Berman (D)	Yes
27	Levine (D)	Yes
28	Dixon (D)	Yes
29	Hawkins (D)	Yes

Continued on Page 4

Building and Construction Trades President Robert Georgine, at left below, led the call for enactment of H.R. 281. Other conference speakers, shown below from left, included Senator Joseph Biden of Delaware, Senator Patrick Moynihan of New York, UBC General President Patrick J. Campbell, and Ohio Governor Richard Celeste.

30 Martinez (D)	Yes
31 Dymally (D)	Yes
32 Anderson (D)	Yes
33 Dreier (R)	No
34 Torres (D)	Yes
35 Lewis J. (R)	No
36 Brown G. (D)	Yes
37 McCandless (R)	No
38 Dornan (R)	No
39 Dannemeyer (R)	No
40 Badham (R)	No
41 Lowery (R)	NV
42 Lungren (R)	No
43 Packard (R)	No
44 Bates (D)	Yes
45 Hunter (R)	No

COLORADO

1 Schroeder (D)	Yes
2 Wirth (D)	Yes
3 Strang (R)	No
4 Brown H. (R)	No
5 Kramer (R)	NV
6 Schaefer (R)	NV

CONNECTICUT

1 Kennelly (D)	Yes
2 Gejdenson (D)	Yes
3 Morrison B. (D)	Yes
4 McKinney (R)	Yes
5 Rowland J.G. (R)	Yes
6 Johnson (R)	Yes

DELAWARE

AL Carper (D)	Yes

FLORIDA

1 Hutto (D)	No
2 Fuqua (D)	No
3 Bennett (D)	Yes
4 Chappell (D)	No
5 McCollum (R)	No
6 MacKay (D)	No
7 Gibbons (D)	No
8 Young C. (R)	NV
9 Bilirakis (R)	No
10 Ireland (R)	No
11 Nelson (D)	No
12 Lewis T. (R)	No
13 Mack (R)	No
14 Mica (D)	No
15 Shaw (R)	No
16 Smith L. (D)	Yes
17 Lehman W. (D)	Yes
18 Pepper (D)	Yes
19 Fascell (D)	Yes

GEORGIA

1 Thomas L. (D)	No
2 Hatcher (D)	No
3 Ray (D)	No
4 Swindall (R)	No
5 Fowler (D)	No
6 Gingrich (R)	No
7 Darden (D)	NV
8 Rowland (D)	No
9 Jenkins (D)	No
10 Barnard (D)	No

HAWAII

1 Heftel (D)	Yes
2 Akaka (D)	Yes

IDAHO

1 Craig (R)	No
2 Stallings (D)	Yes

ILLINOIS

1 Hayes (D)	Yes
2 Savage (D)	Yes
3 Russo (D)	Yes
4 O'Brien (R)	No
5 Lipinski (D)	Yes
6 Hyde (R)	No
7 Collins (D)	Yes
8 Rostenkowski (D)	Yes
9 Yates (D)	Yes
10 Porter (R)	No
11 Annunzio (D)	Yes
12 Crane P. (R)	NV
13 Fawell (R)	No
14 Grotberg (R)	NV
15 Madigan (R)	No
16 Martin L. (R)	No
17 Evans L. (D)	Yes
18 Michel (R)	No
19 Bruce (D)	Yes
20 Durbin (D)	Yes
21 Price (D)	Yes
22 Gray K. (D)	Yes

INDIANA

1 Visclosky (D)	Yes
2 Sharp (D)	Yes
3 Hiler (R)	No
4 Coats (R)	No
5 Hillis (R)	No
6 Burton D. (R)	No
7 Myers (R)	No
8 McCloskey (D)	Yes
9 Hamilton (D)	No
10 Jacobs (D)	Yes

IOWA

1 Leach (R)	No
2 Tauke (R)	No
3 Evans C. (R)	NV
4 Smith N. (D)	Yes
5 Lightfoot (R)	No
6 Bedell (D)	Yes

KANSAS

1 Roberts (R)	No
2 Slattery (D)	Yes
3 Meyers (R)	No
4 Glickman (D)	Yes
5 Whittaker (R)	No

KENTUCKY

1 Hubbard (D)	Yes
2 Natcher (D)	Yes
3 Mazzoli (D)	No
4 Snyder (R)	No
5 Rogers (R)	No
6 Hopkins (R)	No
7 Perkins (D)	Yes

LOUISIANA

1 Livingston (R)	No
2 Boggs (D)	Yes
3 Tauzin (D)	No
4 Roemer (D)	No
5 Huckaby (D)	No
6 Moore (R)	No
7 Breaux (D)	Yes
8 Long G. (D)	Yes
9 Long (D)	Yes

MAINE

1 McKernan (R)	No
2 Snowe (R)	No

MARYLAND

1 Dyson (D)	Yes
2 Bentley (R)	NV
3 Mikulski (D)	Yes
4 Holt (R)	No
5 Hoyer (D)	Yes
6 Byron (D)	No
7 Mitchell (D)	Yes
8 Barnes (D)	Yes

MASSACHUSETTS

1 Conte (R)	Yes
2 Boland (D)	Yes
3 Early (D)	Yes
4 Frank (D)	Yes
5 Atkins (D)	Yes
6 Mavroules (D)	Yes
7 Markey (D)	Yes
8 O'Neill (D)	S
9 Moakley (D)	Yes
10 Studds (D)	Yes
11 Donnelly (D)	Yes

MICHIGAN

1 Conyers (D)	Yes
2 Pursell (R)	No
3 Wolpe (D)	Yes
4 Siljander (R)	No
5 Henry (R)	No
6 Carr (D)	Yes
7 Kildee (D)	Yes
8 Traxler (D)	Yes
9 Vander Jagt (R)	No
10 Schuette (R)	No
11 Davis (R)	Yes
12 Bonior (D)	Yes
13 Crockett (D)	Yes
14 Hertel (D)	Yes
15 Ford W. (D)	Yes
16 Dingell (D)	Yes
17 Levin (D)	Yes
18 Broomfield (R)	No

MINNESOTA

1 Penny (D)	Yes
2 Weber (R)	No
3 Frenzel (R)	No
4 Vento (D)	Yes
5 Sabo (D)	Yes
6 Sikorski (D)	Yes
7 Stangeland (R)	No
8 Oberstar (D)	Yes

MISSISSIPPI

1 Whitten (D)	Yes
2 Franklin (R)	No
3 Montgomery (D)	No
4 Dowdy (D)	Yes
5 Lott (R)	No

MISSOURI

1 Clay (D)	Yes
2 Young R. (D)	Yes
3 Gephardt (D)	Yes
4 Skelton (D)	Yes
5 Wheat (D)	Yes
6 Coleman E. (R)	No
7 Taylor (R)	No
8 Emerson (R)	No
9 Volkmer (D)	Yes

MONTANA

1 Williams P. (D)	Yes
2 Marlenee (R)	No

NEBRASKA

1 Bereuter (R)	No
2 Daub (R)	No
3 Smith V. (R)	No

NEVADA

1 Reid (D)	No
2 Vucanovich (R)	No

NEW HAMPSHIRE

1 Smith R. (R)	No
2 Gregg (R)	No

NEW JERSEY

1 Florio (D)	Yes
2 Hughes (D)	Yes
3 Howard (D)	Yes
4 Smith C. (R)	Yes
5 Roukema (R)	No
6 Dwyer (D)	Yes
7 Rinaldo (R)	Yes
8 Roe (D)	Yes
9 Torricelli (D)	Yes
10 Rodino (D)	Yes
11 Gallo (R)	Yes
12 Courter (R)	Yes
13 Saxton (R)	Yes
14 Guarini (D)	Yes

NEW MEXICO

1 Lujan (R)	NV
2 Skeen (R)	No
3 Richardson (D)	Yes

NEW YORK

1 Carney (R)	No
2 Downey (D)	Yes
3 Mrazek (D)	Yes
4 Lent (R)	Yes
5 McGrath (R)	Yes
6 Addabbo (D)	l
7 Ackerman (D)	Yes
8 Scheuer (D)	Yes
9 Manton (D)	Yes
10 Schumer (D)	Yes
11 Towns (D)	Yes
12 Owens (D)	Yes
13 Solarz (D)	Yes
14 Molinari (R)	Yes
15 Green (R)	Yes
16 Rangel (D)	Yes
17 Weiss (D)	Yes
18 Garcia (D)	Yes
19 Biaggi (D)	Yes
20 DioGuardi (R)	Yes
21 Fish (R)	Yes
22 Gilman (R)	Yes
23 Stratton (D)	Yes
24 Solomon (R)	No
25 Boehlert (R)	No
26 Martin D. (R)	Yes
27 Wortley (R)	Yes
28 McHugh (D)	Yes
29 Horton (R)	Yes
30 Eckert (R)	No
31 Kemp (R)	Yes
32 LaFalce (D)	Yes
33 Nowak (D)	Yes
34 Lundine (D)	Yes

NORTH CAROLINA

1 Jones W. (D)	Yes
2 Valentine (D)	No
3 Whitley (D)	No
4 Cobey (R)	No
5 Neal (D)	No
6 Coble (R)	No
7 Rose (D)	No
8 Hefner (D)	No
9 McMillan (R)	No
10 Broyhill (R)	No
11 Hendon (R)	No

NORTH DAKOTA

AL Dorgan (D)	Yes

OHIO

1 Luken (D)	Yes
2 Gradison (R)	No
3 Hall T. (D)	Yes
4 Oxley (R)	No
5 Latta (R)	No
6 McEwen (R)	No
7 DeWine (R)	No
8 Kindness (R)	No
9 Kaptur (D)	Yes
10 Miller C. (R)	No
11 Eckart (D)	Yes
12 Kasich (R)	No
13 Pease (D)	Yes
14 Seiberling (D)	Yes
15 Wylie (R)	Yes
16 Regula (R)	Yes
17 Traficant (D)	Yes
18 Applegate (D)	Yes
19 Feighan (D)	Yes
20 Oakar (D)	Yes
21 Stokes (D)	Yes

OKLAHOMA

1 Jones J. (D)	NV
2 Synar (D)	No
3 Watkins (D)	No
4 McCurdy (D)	No
5 Edwards M. (R)	No
6 English (D)	No

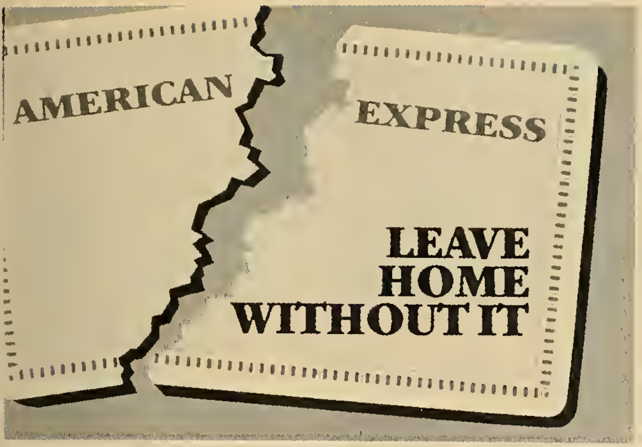
OREGON

1 AuCoin (D)	Yes
2 Smith R. (R)	No
3 Wyden (D)	Yes
4 Weaver (D)	Yes
5 Smith D. (R)	NV

PENNSYLVANIA

1 Foglietta (D)	Yes
2 Gray (D)	NV

Continued on Page 30



AMERICAN EXPRESS TOWER

New York City District Council members leaflet shareholders at new American Express headquarters in NYC.

UBC Members Attend American Express Shareholders Meeting

As the limousines began to arrive at American Express' headquarters in New York, N.Y., delivering well-heeled shareholders for the company's annual meeting, members of the New York City District Council greeted them at the door with handbills carrying the message: "American Express: Leave Home Without It." Both on the street and inside the meeting, American Express shareholders and directors, including former President Gerald R. Ford and former Secretary of State Henry Kissinger, were informed of the Carpenters' concerns with the company's construction practices. UBC staff, attending the meeting as representatives of Brotherhood pension funds which own American Express stock, confronted company Chairman James Robinson III with questions about the refusal of American Express to allow equal competitive bidding opportunities to union contractors on its new $60 million credit card facility in Greensboro, N.C., which is being built by non-union Carlson Builders from Atlanta, Ga.

Questions posed to Robinson focused on early commitments by American Express officials to UBC General President Patrick J. Campbell to allow fair contractors an effective opportunity to secure work on the project. Numerous union general and subcontractors who sought to compete for the project were informed that they need not apply. Consequently, the vast majority of the project contracts went to non-union subcontractors. American Express' recent membership in an "anti-union" organization of Greensboro-area businesses, Piedmont Associated Industries, was also challenged at the meeting, with the chairman able only to offer assurances that the company is not anti-union. UBC questioning at the annual meeting was intended to draw attention to the considerable differences between what American Express promises in the construction arena and what it actually delivers.

In response to the UBC's call to "Leave Home Without It," Brotherhood members have been responding by forwarding pieces of American Express cards to the company chairman. Actions of this sort illicited the comment from an American Express official at the shareholders meeting that the "chairman doesn't like to receive cut up credit cards." As the Brotherhood's efforts to spread the message about unfair contractors used by American Express to the rest of the labor community intensify, the flow of returned credit cards will no doubt continue to increase.

In calling for aggressive action against American Express, UBC General President Patrick J. Campbell stated, "It is important that we use our economic power as individuals and institutional consumers against the users of unfair construction contractors which deny our members job opportunities. We must begin to hold accountable those companies which while benefiting from our patronage conduct their business in a manner which undermines fair work standards."

Below is a sample letter to American Express from the Business Manager of Local 162, San Mateo, Calif.

Let American Express Hear From You

Mr. James D. Robinson III
Chairman and Chief Executive Officer
American Express Company
World Financial Center
New York, N.Y. 10285

Dear Sir:

After reading the article in the *Carpenter* magazine in April 1986, and learning of feelings of American Express toward Union Craftsmen, I must cancel my membership as a cardholder in your organization.

After some sixteen years of membership with American Express, which I just recently renewed, I am returning my card, cut in two, to effectively sever relations with your organization. I shall urge all my friends, neighbors and constituents to do likewise.

Very truly yours,

Sam J. Shannon

LOUISIANA PACIFIC

May 1984 Carpenter—*Western Council members at L-P headquarters in Portland, Ore., in protest of company tactics.*

CARPENTERS JOINERS AMERICA

May 1984 Carpenter—*Rally on Wall Street, New York, N.Y.; more than 10,000 leaflets passed out to frequenters of financial district.*

DO
FA
WHAT'S L-P's GAME?

Louisiana-Pacific: THE FIGHT GO

From the beginning, the cause of the UBC strikers in their fight against Louisiana Pacific Corp. has been very simple—the protection of the fair work standards established in the forest products industry by dedicated trade unions.

June 24, 1983, marked the beginning of the strike against L-P, the nation's second largest lumber producer, by 1,500 members of the Western Council of Lumber Production and Industrial Workers. In the three years since the strike's beginning, the Brotherhood has carried out an aggressive campaign against L-P which has had a dramatic impact on L-P's financial performance.

Three summers ago L-P, insistent on wage and benefit rollbacks, broke from the industry bargaining association and forced a strike in an effort to bust its workers and their union. Despite the hardships endured during the long strike, one thing is clear: As the determination of the L-P strikers to win this fight has intensified, so has the support provided the strikers from the beginning by Brotherhood members throughout the country.

"Wall Street to Main Street": Campaign Launch

In April 1984 Brotherhood members rallied on New York's Wall Street to send the message to the financial community that the Brotherhood was prepared to fight L-P "from Wall Street to Main Street." The rally, attended by 1,500 Brotherhood members, marked the beginning of an aggressive and comprehensive effort against L-P. A national labor-consumer boycott of L-P wood products was begun along with a corporate campaign targeting company vulnerabilities.

Brotherhood actions against L-P have taken a variety of forms in the three years, with the commmon element in each of the campaign's actions being the participation of Brotherhood members and families. UBC members and locals have provided financial support, manned picket and boycott lines, participated in regulatory and governmental actions against the company, attended L-P shareholders' meetings, and voiced their concerns to major stock owners of the company, such as State Farm Mutual Automobile Insurance Co.

AFL-CIO Sanctions Boycott of L-P

At the request of the UBC, the AFL-CIO Executive Council approved a labor-consumer boycott of L-P products in early 1984. Since that time, hundreds of lumber retailers have stopped the sale of L-P wood products as a result of the strong public support of the boycott call. In February of 1984 General President Campbell urged the formation of L-P Boycott Support Committees to conduct store surveys and boycott handbilling. Hundreds of locals and councils have responded to the call and today over five hundred retail lumber dealers have stopped the sale of L-P products.

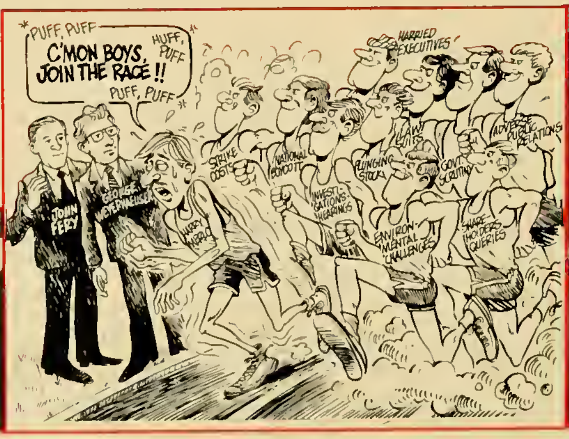
The initial boycott action against L-P products involved a "Don't Buy" campaign targeting L-P products. The focus of the effort was later changed to urge the public through non-picketing publicity not to patronize lumber dealers selling the struck products. "Don't Patronize" handbilling is now the only form of boycott activity conducted. UBC affiliates have also been urged to target for boycott handbilling homebuilders who use L-P products in housing unit construction. Brotherhood members in every region of the country have participated in the boycott campaign, making the L-P boycott effort the most aggressive in the labor movement within the last decade.

Corporate Campaign Wide Ranging

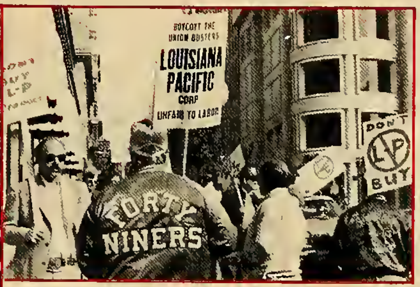
To complement the product boycott against L-P, a corporate campaign was

November 1985 Carpenter—*Harry Merlo's attempts at union busting illustrated in the* Union Register.

June 1985 Carpenter—*Striking L-P workers register at the door of the L-P annual stockholders' meeting, Grand Junction, Colo.*



L-P'S GAME UNION-BUSTING
BOYCOTT L-P PRODUCTS
WE HAVE NO DISPUTE WITH THIS ESTABLISHMENT



April 1985 Carpenter—*Picketing the annual Western Wood Products Assn. in San Francisco, Calif.*

August 1984 Carpenter—*L-P sponsored tennis match picketed in Atlanta, Ga.*

ON

initiated against L-P in an effort to attack every company vulnerability. Over the course of the fight, a wide range of actions have been taken to raise the costs for L-P's union-busting actions.

Forty striking L-P workers traveled to Rocky Mount, N.C., in May 1984 to confront L-P chairman Harry A. Merlo. An effective presentation and hard questioning by the strikers had Merlo running from the meeting when it adjourned. Merlo was followed to the shareholders' meeting in Grand Junction, Colo., in 1985, where 100 strikers challenged Merlo's union-busting tactics. Again Merlo exited quickly to a waiting corporate jet waiting to ferry him home to Portland, Ore. Last month in Panama City, Fla., a delegation of L-P strikers attended the shareholders' meeting to continue the fight. The meeting was picketed by local UBC members.

A recent announcement by the Colorado Department of Health that the Department has revoked L-P's operating permit at its new mill in Montrose, Colo., is the third setback experienced at the mill since its construction two years ago. UBC members in Colorado have aggresively pursued their environmental interests in the state, exposing the public health problems associated with the operation of the plant in Montrose and in Kremmling, Colo. Legal action of a similar nature in California has prevented L-P's construction of a planned waferboard plant in that state, and helped prompt the company to move the planned waferboard plant to British Columbia, thousands of miles from the markets to be served by the mill.

Brotherhood efforts have focused national attention on L-P's use of federal grants for its new construction, effectively ending its use of the taxpayers support of the program. Legislative efforts short-circuited L-P's attempt to exempt certain of its mills from federal environmental law, at a cost of millions of dollars to the company.

Spreading the Word Coast to Coast

In an effort to apprise the public of the labor dispute, UBC members have picketed L-P sponsored Davis Cup tournament events in Atlanta and Portland. Wall Street offices have been handbilled by Brotherhood members on each anniversary of the strike, and a common sight at forest products industry meetings are UBC pickets. Boston's Local 33 most recently challenged Merlo's union busting actions at the shareholders meeting of IC Industries where he sits as a director. For many, the price of the fight has been high with possessions lost and livelihoods changed. Yet despite these sacrifices, L-P strikers and Brotherhood members nationwide remain committed to the intensified campaign to protect the livelihoods and work standards of the tens of thousands of Brotherhood members working in the wood products industry. UBC

MESSAGE FROM General President Patrick J. Campbell:

For nearly three years now, this Brotherhood has been fighting L-P and the anti-union cancer it represents in every part of this country. The lesson of the last few years for L-P is simple: What the company thought was a fight with 1,500 strikers in the Pacific Northwest is now a fight with Brotherhood members nationwide.

I've said it many times: We have every intention of finishing what we start. A fair work standard established by dedicated trade unionists in every industry in this country is under attack, but this union is going to fight back and fight back hard.

What we have demonstrated in our campaign against L-P is both a willingness and an ability to fight those who would seek to destroy the livelihoods of our members. We've demonstrated staying power and imagination, and there is more to be done.

If it is necessary, next year we will be talking about the strike's fourth-year anniversary. Brotherhood members in the coming year will be called upon to join the fight against L-P in a variety of ways. Our efforts will pay dividends, in the form of a stronger Brotherhood ready to respond to the needs of any member.

January 1986 Carpenter—*L-P's new waferboard mill, Dungannon, Va., picketed by Local 319 members.*

March 1986 Carpenter—*Distributing boycott handbills at the National Assn. of Homebuilders annual convention, Dallas, Tex.*

June 1986 Carpenter—*Boston members leaflet IC Industries stockholders' meeting in protest of Director Harry Merlo.*

June 1986 Carpenter—*Members of Local 1194, Pensacola, Fla., picket L-P's recent shareholders' meeting in Panama City, Fla.*

CONTRIBUTORS

to the L-P Strikers Support Fund

Since General President Patrick J. Campbell called for international support of Louisiana-Pacific workers on strike in the Western States, many local unions, councils, and individuals have responded. In fact, 67 local unions, 23 councils, and five individual members have pledged to make periodic donations. Below is the list of contributions since our 1986 appeal. Contributions should be sent to: L-P Strikers Fund, 101 Constitution Ave., N.W., Washington, D.C. 20001.

LOCAL UNIONS

1, Chicago Illinois
2, Cincinnati Ohio
3, Wheeling West Virginia
4, Davenport Iowa
7, Minneapolis Minnesota
13, Chicago Illinois
15, Hackensack New Jersey
16, Springfield Illinois
20, New York New York
24, Central Connecticut
27-L, Kansas City Missouri
30, New London Connecticut
39-L, Indianapolis Indiana
44, Champaign-Urbana Illinois
47, St. Louis Missouri
54, Chicago Illinois
58, Chicago Illinois
61, Kansas City Missouri
62, Chicago Illinois
74, Chattanooga Tennessee
76, Hazelton Pennsylvania
77, Port Chester New York
81, Erie Pennsylvania
85, Rochester New York
87, St. Paul Minnesota
101, Baltimore Maryland
106, Des Moines Iowa
110, St. Joseph Missouri
121, Vineland New Jersey
131, Seattle Washington
132, Washington D. C.
133, Terre Haute Indiana
135, New York New York
155, Plainfield New Jersey
166, Rock Island Illinois
168, Kansas City Kansas
181, Chicago Illinois
184, Salt Lake City Utah
203, Poughkeepsie New York
210, Stamford Connecticut
218, Boston Massachusetts
225, Atlanta Georgia
230, Pittsburgh Pennsylvania
255, Bloomingburg New York
258, Oneonta New York
261, Scranton Pennsylvania
300, Ventura California
329, Oklahoma City Oklahoma
338, Seattle Washington
340, Hagerstown Maryland
354, Gilroy California
359, Philadelphia Pennsylvania
399, Phillipsburg New Jersey
400, Omaha Nebraska
424, Hingham Massachusetts
434, Chicago Illinois
514, Wilkes Barre Pennsylvania
544, Baltimore Maryland
548, Minneapolis Minnesota
576, Pine Bluff Arkansas
613, Hampton Roads Virginia
620, Madison New Jersey
623, Atlantic County New Jersey
624, Brockton Massachusetts
626, Wilmington Delaware
638, Marion Illinois
698, Covington Kentucky
714, Olathe Kansas
715, Elizabeth New Jersey
721, Los Angeles California
738, Portland Oregon
739, Cincinnati Ohio
758, Indianapolis Indiana
769, Pasadena California
777, Harrisonville Missouri
781, Princeton New Jersey
839, Des Plaines Illinois
899, Parkersburg West Virginia
902, Brooklyn New York
916, Aurora Illinois
958, Marquette Michigan
964, Rockland County New York
998, Royal Oak Michigan
1024, Cumberland Maryland
1053, Milwaukee Wisconsin
1067, Port Huron Michigan
1074, Eau Claire Wisconsin
1078, Fredericksburg Virginia
1084, Angleton Texas
1093, Glen Cove New York
1108, Cleveland Ohio
1120, Portland Oregon
1140, San Pedro California
1145, Washington D.C.
1160, Pittsburgh Pennsylvania
1185, Chicago Illinois
1260, Iowa City Iowa
1262, Chillicothe Missouri
1302, New London Connecticut
1305, Fall River Massachusetts
1308, Lake Worth Florida
1329, Independence Missouri
1359, Toledo Ohio
1363, Oshkosh Wisconsin
1388, Oregon City Oregon
1408, Redwood City California
1421, Arlington Texas
1437, Compton California
1453, Huntington Beach California
1478, Redondo California
1489, Burlington New Jersey
1507, El Monte California
1509, Miami Florida
1526, Denton Texas
1529, Kansas City Kansas
1532, Anacortes Washington
1533, Two Rivers Wisconsin
1544, Nashville Tennessee
1548, Baltimore Maryland
1564, Casper Wyoming
1571, East San Diego California
1583, Englewood California
1594, Wausau Wisconsin
1632, San Luis Obispo California
1644, Minneapolis Minnesota
1691, Coeur D'Alene Idaho
1772, Hicksville New York
1780, Las Vegas Nevada
1795, Farmington Missouri
1832, Escanaba Michigan
1846, New Orleans Louisiana
1889, Downers Grove Illinois
1904, North Kansas Missouri
1906, Philadelphia Pennsylvania
1913, Van Nuys California
1953, Warrensburg Missouri
2018, Ocean County New Jersey
2042, Oxnard California
2087, Crystal Lake Illinois
2098, Camden New Jersey
2114, Napa California
2130, Hillsboro Oregon
2155, New York New York
2235, Pittsburgh Pennsylvania
2250, Red Bank New Jersey
2274, Pittsburgh Pennsylvania
2287, New York New York
2292, Ocala Florida
2298, Rolla Missouri
2308, Fullerton California
2361, Orange California
2396, Seattle Washington
2398, El Cajon California
2400, Woodland Maine
2463, Ventura California

Atlantic Conference Donation

Representatives from the Atlantic Conference of Carpenters, which includes Local 83, Halifax, N.S.; Local 579, St. Johns, Nfld.; Local 1338, Charlottetown, P.E.I.; Local 1386, Province of New Brunswick; Local 1588, Sydney, N.S.; Local 2399, Maniwaki, Que.; Local 2533, Montreal, Que.; and Local 2817, Quebec; presented a check to President Patrick J. Campbell for the benefit of the L-P strikers during the recent Industrial Conference in Toronto. Pictured above, from left, are Ronald Dancer, general executive board member for the tenth district; John Carruthers, general executive board member for the ninth district; Representative Jim Tobin; Lou Bradley, secretary, Atlantic Conference of Carpenters; President Campbell; First General Vice President Sigurd Lucassen; Representative Allan Rodgers; and Representative Jacques Martel.

2633, Tacoma Washington
2750, Springfield Oregon
2834, Denver Colorado
2882, Santa Rosa California
2900, Sunbury Pennsylvania
2927, Martell California
2949, Roseburg Oregon
3038, Bonner Montana
3073, Portsmouth New Hampshire
3206, Pompano Beach Florida

COUNCILS, CLUBS

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Baltimore & Vicinity D. C.
Central Illinois D. C.
Central New Jersey D.C.
Central & Western Indiana D. C.
Central Wisconsin D. C.
Chemical Valley D. C.
Chicago & Northeast Illinois D. C.
Cleveland D. C.
Detroit D. C.
East Central Illinois D. C.
Fox River Valley D. C.
Kansas City D. C.
Los Angeles County D. C.
Miami Valley D. C.
Midwestern Industrial Council
Nassau County D. C.
New York City & Vicinity D. C.
North Central Texas D. C.
Northwest Illinois D. C.
Orange County D. C.
Pacific Northwest D. C.
Puget Sound D. C.
San Diego County D. C.
South Jersey D. C.
St. Louis D. C.
Tri-Counties D. C.
Tri-State Chattanooga D. C.
Twin City, D. C.
Ventura County D. C.
Washington D.C. & Vicinity D. C.
Westchester County D. C.
Western Pennsylvania D. C.
Atlantic Conference of Carpenters
Connecticut State Council
First District
New York State Council
Retired Carpenters Club 1083

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CARPENTERS DISTRICT COUNCIL
AND AFFILIATED LOCALS
Stick Together
Stick Together
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Stick Together
UAW

Picketing is one of the traditional organizing methods employed to turnaround non-union operations.

The Organizing Department Coordinates Boycotts, Pickets, and Leafletting to Encourage UBC Membership

The past decade has brought many problems and challenges for the construction members of the United Brotherhood: high unemployment for skilled journeymen and apprentices in all of our crafts; a decline in the collective bargaining structure in many areas; a severe drop in construction spending during the recession of the early 1980s; and the resulting growth of the open shop.

Adding to these poor conditions were the biased decisions of the National Labor Relations Board, the legal ploys practiced by union busters in the courts, and the failure of legislators to enact bills which would correct many of the injustices. On top of all this was the continued watering down of the protections afforded by the Davis-Bacon Law on federal construction.

It became obvious to UBC leaders that the old solutions to these problems would not always work and that new approaches must be taken to regain the initiative.

In 1978 the Brotherhood launched what was to be a pioneering approach to all of these problems—Operation Turnaround—and in May 1985, General President Patrick J. Campbell took steps to strengthen construction organizing by separating it from industrial organizing, which was placed under the stewardship of the UBC's industrial department.

The over 75% of the Brotherhood's membership forming the construction sector now had a separate department to better serve their needs. Assistant to the General President Thomas D. Hohman was assigned to oversee the activities of the new department and coordinate construction organizing activities within the 10 districts of the United Brotherhood, with immediate staff supervision the responsibility of each general executive board member. The Organizing Department provides assistance, backup, and coordination of construction organizing targets as they are selected in the field and between districts.

Operation Turnaround

The UBC's Operation Turnaround Program seeks to attack the problem of construction membership loss from as many different angles as possible. Initially, a Construction Task Force was charged with the responsibility of implementing Operation Turnaround. Today, under the directive of the general president, the entire International staff has responsibility for its implementation. Major Operation Turnaround activities include:

Implementation of Labor Management Cooperation Committees

Implentation of CVOC (Construction Volunteer Organizing Committees)

Overall training, education, and guidance of construction local unions and district councils in recovering construction membership losses. Areas of primary training concentration include:

- using the media and public relations resources
- using research to develop modern organizing strategies
- the importance of community and political involvement in organizing
- the necessity of using traditional organizing methods—picketing, leafletting, NLRB proceedings, etc.
- using the UBC Special Programs and Research Departments to exercise our pension funds strength and obtain corporate information on construction organizing targets.

Labor Management Committees

To date, our International staff has been directly involved with the implementation of over 31 funded, joint labor-management cooperation committees. The staff has supported the formation and maintenance of many additional programs across the U.S. and Canada. Our "Proposed Guidelines for the Implementation of Joint Labor Management Cooperation Committees," which includes sample bylaws and articles of incorporation, has been adopted by the AFL-CIO National Building and Construction Trades Department and published in the its "Organizer's Handbook." This UBC manual has been the model for nearly all new LMCCS implemented to influence perceptions of the union construction industry.

CVOC Strategy

Our most up-to-date records indicate there are over 100 Construction Volunteer Organizing Committees actively functioning throughout the Brotherhood. The Organizing Department maintains records on CVOCs; supplies committees with materials; advises local, state, and international organizers on organizing strategy; and issues certificates and various recognition awards to volunteer members on behalf of the general president.

State and DC Organizing

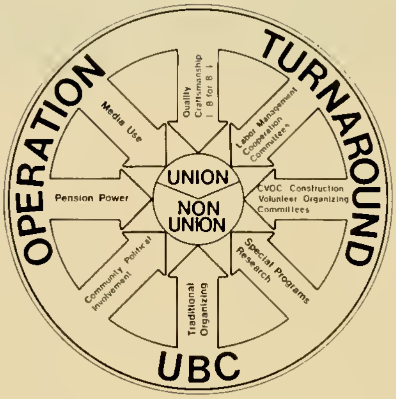
There are currently five state-wide organizing programs and various district council programs. The state council programs in Michigan (Coordinated Housing Organizing Program), Ohio (CHOP), Colorado, and Florida are coordinated out of a central office. The Indiana CHOP Program, a function of the Indiana State Council of Carpenters, operates district council by district council. The Organizing Department in the general office serves to assist these local efforts by providing training materials, rendering organizing strategy assistance, and coordinating targets across state and district lines.

Departmental Cooperation

The Organizing Department works closely with a number of other departments in the General Office as construction organizing needs overlap into other areas.

Industrial Department—As organizing campaigns within the industrial sector indicate the need for assistance in the construction sector, or vice versa, the Organizing Department works closely with the Industrial Department to meet the needs of our industrial membership as well.

Research Department and Special Programs—Our highly qualified fact-finding departments provide the Organizing Department with valuable information and assistance in a variety of areas. Special Programs, which was established as a resource primarily for construction organizing, provides the Organizing Department with corporate information and assistance in the application of "corporate pressure" in coordinated organizing efforts. Similarly, the Research Department provides valuable data regarding Davis-Bacon and contract information across our broad jurisdiction.


OPERATION
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UBC
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I B for B I
Labor Management Cooperation Committees
CVOC Construction Volunteer Organizing Committees
Special Programs Research
Traditional Organizing
Community Political Involvement
Pension Power

The United Brotherhood's Operation Turnaround is a campaign to bring more contracts to union contractors and more jobs to construction members. It calls for concerted action by labor and management alike to become winners in bidding for work on major construction projects through media usage, organizing, pension funds power, research, and other avenues of cooperation.

Jurisdiction Department assists Organizing on occasion as jurisdictional and organizational problems overlap. Close communication between these departments is key to meeting the needs of our members.

Recent Developments

A recent organizing target project was the installation of the largest paper machine in the world at Westvaco's Covington, Va., mill. Through the efforts of the Organizing Department, in concert with the Paper Industry Projects Subcommittee, a coordinated organizing effort aimed at BE&K Construction Co., the largest non-union industrial construction firm operating in the Southeast (and now across the entire East Coast and Midwest), was recently successful in influencing Westvaco Corp. to reconsider the practice of negotiating projects without competitive bidding. The UBC took the lead in coordination of the campaign which, among other things, succeeded in getting the National Labor Relations Board to issue complaints against BE&K for over 40 charges filed by the union for discrimination in hiring against union members. These charges are currently being processed. Back pay is being sought on behalf of these 40 workers, and BE&K has shown signs of conceeding to a settlement. Attendance at Westvaco's annual shareholder's meeting and a subsequent meeting with the company president and chairman of the board are believed to have been at least partially responsible in our members acquiring additional work at other Westvaco mill locations.

Even more recently, General President Campbell, through the Organizing Department and in response to numerous independent local requests for assistance, has launched the UBC's first major national construction organizing campaign.

Prompted by the loss of millions of carpenter work hours (primarily fixture) in the department store industry, the Organizing Department has been monitoring the construction practices of twelve of the largest chains in the discount department store industry. With the changes in technology of store fixtures and the cut-throat competition for consumer dollars, many large chains have undertaken to expand, remodel, and construct non-union. Add to this the alarmingly rapid growth in this industry, and it spells unemployment for many UBC members.

Boycott Target

In response, particularly noting the almost exclusively non-union construction contracting practices of one particularly fast-growing firm, the Brotherhood has launched a national boycott of Wal-Mart Stores Inc.

Wal-Mart, owned and operated by the reported richest man in America, Sam Walton, boasts over 600 stores in 22 states, predominantly in the South and Midwest.

On May 1, 1986, the Brotherhood launched the first phase of this campaign, a mass leafletting of Wal-Mart stores in over 60 cities in all 22 states. Over 150,000 leaflets will be distributed—perhaps the largest one-shot leaflet campaign ever conducted by the Brotherhood.

The aim of this campaign is to catch the attention and earn the respect of every retailer in this industry by demonstrating a strong and united effort in combatting contracting to non-union construction firms.

Continued on Page 33

REBUILDING AMERICAN INDUSTRY

AFL-CIO Industrial Conference Urged to Support Building Trades In Drive to Outlaw Double Breasting

Campbell emphasizes need to rebuild infrastructure

A legislative conference of industrial unions meeting in Washington, D.C., April 16 and 17, heard a plea from UBC President Patrick J. Campbell for support of the Building Trades' effort to enact H.R. 281, the bill to outlaw double-breasting among construction contractors.

"The time has come for Congress to restore fairness and return to construction workers the right to join unions and gain collective bargaining protection," Campbell told delegates to the gathering of AFL-CIO Industrial Union Department legislative leaders. "Urge your representatives to support H.R. 281 and oppose any weakening amendments."

As things turned out, the General President's plea, plus a gathering of Buildings Trades representatives and IUD delegates on Capitol Hill following the conference, brought favorable results. A day later, the House passed H.R. 281 by a vote of 229-173.

Campbell also spoke out against government policies which put basic U.S. industries at a disadvantage in competing with foreign industries. Far too many American factories lie idle because of government policies and management practices which encourage multinational corporations to move their manufacturing facilities overseas or discourage them from modernizing their domestic manufacturing facilities with modern technology. He called for cooperative efforts by all unions to get the nation's factories back to full production.

Among the United Brotherhood delegates to the IUD conference were Charles Claytor, president of the New York City Industrial Council; John Roggio, business representative, Local 2632, New York, N.Y.; Robert Warosh, secretary, Midwest Industrial Council; Terry Fairclough, business representative, Local 16, Springfield, Ill.; Ken Acree, business representative, Local 904, Jacksonville, Ill.; and Wally Mallakoff, UBC staff economist.

The conference devoted much attention to the problems of international trade and also focused attention on ways of assisting victims of occupational and environmental health problems.

IUD President Howard D. Samuel sounded the tone of the conference with a charge that the nation's trade policies are in "shambles" because President Reagan insists on "free trade" while other governments subsidize exports and restrict imports of U.S.-made goods.

"The main cause of our problem is that we and our trading competitors are playing by different rules," Samuel said, as he called for legislation that would bring American trade policies and practices into line with those of other countries.

The economic vitality of America has been dangerously weakened by a trade deficit that roared to a record-shattering $148.5 billion last year, the IUD president pointed out. Over the past five years, he said, more than 2 million jobs have been wiped out, thousands of plants, including "some of the most technologically up-to-date factories ever built" have closed down, and hundreds of communities have been devastated.

He told delegates that, as they walked the halls of Congress in their grassroots lobbying efforts, they would find many House and Senate members "receptive and understanding," adding that "our job this week is to make sure they translate understanding into effective legislation, and that they do it soon."

In a luncheon address, AFL-CIO Secretary-Treasurer Thomas R. Donahue unleashed a stinging attack on "right-wing reactionaries" who, he said, "took charge of our economy and ran it into the ground."

They gave away $750 billion in government revenues "to finance a tax cut shamelessly slanted toward the rich and the corporations," Donahue charged. The rich used their share to "speculate in the stock market and create a mountain of paper wealth," he said, while corporations used theirs "to buy other corporations, close plants in America, and ship jobs overseas."

The "financial hemorrhage" due to imports means that the trade deficit is stuck at an annual rate of $150 billion, he continued, and 11.5 million workers suffered full or partial job losses between 1980 and 1984.

Continued on Page 30

Washington Report

GRAMM-RUDMAN LEGAL?

The constitutional challenge to the automatic spending cut provision of the Gramm-Rudman-Hollings deficit reduction law was joined by the AFL-CIO and public sector unions in arguments before the U.S. Supreme Court.

The law, enacted last December, requires that budget deficits be reduced to zero in five steps by Fiscal 1991. If Congress fails to meet the prescribed targets in any year, the law requires across-the-board spending cuts sufficient to meet the targets.

The comptroller general, who heads the General Accounting Office, makes the final determination of the level of cuts needed. In February a special three-judge panel declared the law unconstitutional on the grounds that it improperly gives executive branch budgetary powers to an official who is accountable to Congress. The comptroller general is nominated by the President, but can be removed only by Congress.

The AFL-CIO, the federation's Public Employee Department, the Government Employees, the Postal Workers, and the Letter Carriers, in their brief before the Supreme Court, supported the conclusion of the three-judge panel. "Congress may not delegate the task of carrying out a law Congress has passed to federal officers who are responsible exclusively to Congress," said the brief in support of members of Congress and others who have challenged the constitutionality of Gramm-Rudman-Hollings.

HOUSING INFLATION HEDGE?

Consumers still view housing as the best available hedge against inflation, but not as effective a hedge as it once was perceived to be. According to a study by the Joint Center for Housing Studies of MIT and Harvard, homeownership as an investment lost some ground in recent years.

In the early to mid 1970s, homeownership bested other investments by a factor of about two to one. That trend reversed in 1980 as the return on investment from homeownership dropped below the rate for all other investments.

AIRLINE JOB LISTINGS

U.S. Department of Labor regulations setting up a national listing of airline job vacancies and calling for other steps to help displaced airline employees find jobs in the industry have gone into effect.

The regulations, which had been delayed more than a year and a half by court rulings and legal challenges, implement provisions of the Airline Deregulation Act of 1978 that give certain displaced airline employees priority hiring rights for other jobs in the industry.

The regulations give the first-right-of-hire to all permanent and part-time "protected employees" in the airline industry who have involuntarily lost their jobs—other than for cause—since passage of the act, regardless of the reason for the job loss.

A protected employee is any person who had been employed by a certificated air carrier for at least four years as of Oct. 24, 1978, the date the Airline Deregulation Act was passed. The regulations would cover the layoffs of such employees through Oct. 23, 1988.

EARNINGS RISE; PRICES FALL

Led by a record drop in gasoline prices, the Consumer Price Index fell a seasonally adjusted 0.4% in March, the same drop as in February, the Labor Department reported.

The department also reported that average weekly earnings, adjusted for deflation, increased 1.2% in March. The increase stemmed from a 0.3% increase in average hourly earnings, a 0.3% increase in average weekly hours, and a 0.6% decrease in CPI for urban wage earners. Since March 1985, real average weekly earnings were unchanged.

The February-March drop in the CPI was the first two-month decrease since July and August of 1965. For the first three months of 1986, the CPI fell 0.5%, or at an annual rate of 1.9 %. This was the largest quarterly drop since 1954.

STRIKE RECORD LOW

For the second year in a row, all measures of major strike activity hit record low levels last year. Only 54 major work stoppages (those covering 1,000 or more workers and lasting at least one full day or shift) began in 1985, down from the previous low of 62 the year before. The number of major strikes has declined each year since 1979 and has been below 100 since 1981. From 1964 to 1979, the total was never less than 200.

Work stoppages in 1985 involved 324,000 workers, down from the previous low of 376,000 in 1984. Idleness as a proportion of total work time was .03% (three days per 10,000 workers) compared with the previous lows of .04% in 1982 and 1984.

In terms of workers involved, the largest 1985 strike was at Chrysler Corporation, where 70,000 employees represented by the United Auto Workers were out for 13 days in October. In terms of days off the job, the biggest strike was a 55-day walkout in November and December by 22,000 grocery workers in Southern California.

AFL-CIO Union-Industries Show

Labor leaders from Kansas City, Mo., and from across the country were present for the AFL-CIO Union-Industries Show at Bartle Hall in downtown Kansas City, April 25–30. Over the six days of the show, close to 300,000 attendants turned out for the event which showcased union-made products and the labor/management relationship that produced them.

One of the highlights of the entire Union-Industries Show, according to the *Kansas City Star*, was the UBC gazebo. Built by carpenter apprentices from the Kansas City District Council, the gazebo was constructed at the Builders Training Center in Kansas City in two pieces and transported to Bartle Hall where the roof was lowered down to self-lock with the 12-foot wide structure. After the show, the octagon-shaped construction, complete with a perfectly mitered hardwood floor, was donated to a non-profit organization.

Also included in the United Brotherhood's display were machinery displays showing the millwright trades and tables constructed by millmen.

Duke McVey, president of the Missouri State Labor Council, AFL-CIO, noted the professionalism with which the show had been put together. "What labor has to show is its skill," he said, "Through such efforts as this people are finding we (unions) can provide better labor."

Kansas City Mayor Richard Berkley helped cut the ribbon opening the show, and AFL-CIO Secretary-Treasurer Thomas Donahue participated in the opening.

Donahue said Americans are still the best workers, but that other nations have gained on the United States because of trade policies where they export goods but import little from this country. "Our countries tax and import policies have to change," he said.

"We can't do it alone," Donahue concluded. "This show shows the relationship by which we can do it."

BUY UNION MADE

Retired Carpenter Al Coe demonstrating wood carving at the Union-Industries Show with Sixth District Board Member Dean Sooter at top. Above, in front of the UBC gazebo are, from left, Leo Bobo, retired carpenter; Don Adams, business rep.; John Lee, carpenter; Bill Prettyman, retired carpenter; Sigurd Lucassen, first general vice president; Thomas Donahue, AFL-CIO secretary-treasurer; Bill Thomas, apprentice coordinator; Virgil Heckathorne, district council secretary; Gary Smith, business rep.; two show officials; and Charles Cates, business rep., in back.

AFL-CIO General Secretary-Treasurers Conference

At the Secretary-Treasurers Conference, General Secretary Rogers, left, with Richard Cordtz, Service Employees secretary-treasurer; General Treasurer Wayne Pierce, right.

Attendants Convene in Kansas City

Held annually with the Union-Industries Show is the AFL-CIO General Secretary-Treasurers Conference. On April 28 and 29 the nearly 100 attendants to the conference met to discuss different aspects of administering an international union. The 1986 conference focused on cost containment of health care and the rising costs of running a union. Also discussed were rapidly increasing postal rates affecting mailings to members, the general problem of liability insurance, and strategies for legislative relief of these problems.

The conference was attended by UBC General Secretary John S. Rogers and UBC General Treasurer Wayne Pierce.

Retired Second General Vice President 'Pete' Ochocki Cited at Testimonial Dinner

A crowd of friends, relatives, and admirers filled the International Ballroom of the Washington Hilton Hotel in Washington, D.C., on April 16 to pay tribute to retired Second General Vice President Anthony "Pete" Ochocki.

The Annual Legislative Conference of the AFL-CIO Building and Construction Trades Department had brought many of the guests to town for the week, but the evening's dinner drew still more. Nearly 1,000 people were there to acclaim the 40 years of service and devotion Ochocki had given to the United Brotherhood.

Lined up on the dias to honor the retired vice president's dedication were AFL-CIO Secretary-Treasurer Thomas R. Donahue, BCTD President Robert Georgine, and General Presidents Emeriti William Sidell and William Konyha. Father Joseph Bonadio gave the invocation and benediction and First General Vice President Sigurd Lucassen served as master of ceremonies.

Before sitting down to dinner, Ochocki and his wife Audrey were presented with several gifts as tokens of appreciation for their service.

Ochocki has had a long and illustrious UBC career. Even before entering the service at age 19, he was working with an uncle in the general contracting and logging business. After returning from a World War II tour of duty, he was involved in commercial construction in the Detroit area and gained experience in other facets of the industry by spending time in area shops and mills.

On Sept. 2, 1947, Ochocki signed on with the United Brotherhood and began the journey that would bring him to the General Office. By 1949 he had been elected secretary pro tem of Local 337, Detroit, Mich., and in 1950 he became recording secretary.

As he moved up through the ranks, Ochocki acquired a vast knowledge of Brotherhood functions from his various positions. For six years, from 1952 until 1958, he was business representative for the Detroit Carpenters District Council. He stepped down to take a position as business representative and organizer for Shop and Mill Local 1452. In 1960 he went back to Local 337 to serve as financial secretary and business agent. He also worked as a member of the apprenticeship committee and then served as its secretary.

His administrative experiences at the local union level stood him in good stead as he moved back to the Detroit District Council in 1963 as administrative assistant to the secretary-treasurer. From here he was elected to a two-year term as president of the Michigan State Carpenters' Council.

While he was a representative of the Brotherhood in Detroit, Ochocki was elected delegate to the International

Guest speakers included, from top, AFL-CIO Secretary-Treasurer Thomas R. Donahue, AFL-CIO Building and Construction Trades President Robert Georgine, UBC General President Emeritus William Sidell, UBC General President Emeritus William Konyha, and First General Vice President Sigurd Lucassen, who was the evening's toastmaster. Opposite page right, Ochocki is toasted and roasted by UBC Resident Officers. From left are General President Patrick Campbell, Second General Vice President John Pruitt, General Secretary John Rogers, and General Treasurer Wayne Pierce.

At top left the man of the evening receives a standing ovation. At top right Audrey Ochocki is presented with bouquet of roses by Third District General Executive Board Member Thomas Hanahan, while her mother looks on. Pictured at the right are General Executive Board Members with Ochocki, from left, M.B. Bryant, Eighth District; E. Jimmy Jones, Fourth District; and John Carruthers, Ninth District.

Conventions, was the chairman of the Carpenters District Council Educational and Research Committee, was appointed by the governor to the State of Michigan Housing Codes Commission, served as an executive board member of the Carpenters District Council, as a member of the Trial Board Committee, and as a member of the executive board of the Michigan Federation of Labor, prior to its merger with the CIO.

In 1966 Ochocki resigned his post with the Detroit District Council to become national project coordinator for the International's MDTA Apprenticeship Program. His ability to analyze problems and make decisions to benefit the entire membership was a valuable asset in this job, and prompted then-General President Maurice Hutcheson to appoint him as director of organization in August of 1969. There was no doubt that his background and experience in grassroots organizing had prepared Ochocki well for the myriad of activities he was to direct and supervise in his new position. His ability to project the needs of the organization into the future and give guidance and assistance to local labor councils were factors in his selection as General Executive Board Member for the Third District in 1972.

When he ascended to the office of the Second Vice President, Ochocki was equipped to face the many duties of his office by drawing upon his considerable background. He was in charge of all jurisdictional matters and head of the Committee on Contract Maintenance, which implements and administers agreements enabling our construction members to compete for maintenance contracts in industrial plants. And he still kept in touch with the people in the field so as not to lose sight of the most important part of our brotherhood—its members.

Although the Ochockis will be enjoying the good life in Wisconsin now, there's no doubt he'll still keep in touch.

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LEGISLATIVE UPDATE

How Senators Voted: Hobbs Amendment

Senator Charles E. Grassley's (R-Iowa) bill which sought to subject striking workers to federal prosecution for offenses committed during picket line disputes has been defeated. Under the bill (S.1774), striking workers would have been subjected to the penalties of a federal anti-extortion law—the Hobbs Act—for picket line misconduct.

In 1973 the Supreme Court ruled in United States vs. Enmons that the Hobbs Act was not intended to apply to minor acts or threats of violence which occur during legitimate strikes. The Enmons decision made it clear that the policing of strikes is a matter for state and local law enforcement authorities and not for federal government's responsibility.

Even without the legislation, the National Guard is often called in to intervene in labor disputes on the side of the employer. If enacted, the bill would have turned the clock back to the days when the federal government policed strikes and used them as opportunities to bust unions.

Under current law, no labor union member or official is immune from state or local prosecution if he or she commits an illegal act during a labor dispute.

In contrast to its harsh treatment of working people, the Grassley bill would not have subjected employers or their agents to federal prosecution even if they committed the same offenses.

Unions have been so successful in preventing picket line misconduct that instances of wrongdoing are remarkably few in number. And in dealing with these rare instances—whether caused by workers or employers—states and localities are meeting their enforcement responsibilities.

On April 16 the Senate blocked an attempt to bring up the Grassley anti-union amendment to the Hobbs Act for floor debate. Its 54-44 vote scuttled a maneuver to bypass the Senate Labor and Human Resources Committee, which had rejected an almost identical bill last September.

In this situation a "No" vote would be judged a pro-union vote, and a "Yes" vote an anti-union vote—a vote against this second attempt to apply the stiff criminal penalties of the anti-racketeering law to strikers—pure and simple union busting.

This is how your home-state senators voted:

THE 'NO' VOTE

Andrews, Mark (R-N.D.)
Baucus (D-Mont.)
Biden (D-Del.)
Bingaman (D-N.M.)
Bradley (D-N.J.)
Burdick (D-N.D.)
Byrd, Robert (D-W.V.)
Cranston (D-Calf.)
Danforth (R-Mo.)
Dixon, Alan (D-Ill.)
Dodd (D-Conn.)
Durenberger (R-Minn.)
D'Amato (R-N.Y.)
Eagleton (D-Mo.)
Evans, Daniel (R-Wash.)
Exon (D-Neb.)
Ford, Wendell (D-Ky.)
Glenn (D-Ohio)
Gore (D-Tenn.)
Gorton (R-Wash.)
Harkin (D-Iowa)
Hart (D-Colo.)
Hatfield (R-Oreg.)
Heflin (D-Ala.)
Heinz (R-Pa.)
Hollings (D-S.C.)
Inouye (D-Hawaii)
Johnston (D-La.)
Kennedy (D-Mass.)
Kerry (D-Mass.)
Lautenberg (D-N.J.)
Leahy (D-Vt.)
Levin, Carl (D-Mich.)
Long, Russell (D-La.)
Mathias (R-Md.)
Matsunaga (D-Hawaii)
Melcher (D-Mont.)
Metzenbaum (D-Ohio)
Mitchell (D-Me.)
Moynihan (D-N.Y.)
Murkowski (R-Alaska)
Nunn (D-Ga.)
Packwood (R-Oreg.)
Proxmire (D-Wis.)
Riegle (D-Mich.)
Rockefeller (D-W.V.)
Sarbanes (D-Md.)
Sasser (D-Tenn.)
Simon (D-Ill.)
Specter (R-Pa.)
Stafford (R-Vt.)
Stennis (D-Miss.)
Stevens (R-Alaska)
Weicker (R-Conn.)

'NOT VOTING'

Goldwater (R-Ariz.)
Hawkins (R-Fla.)

'YES' VOTE

Abnor (R-S.D.)
Armstrong (R-Colo.)
Bentsen (D-Tex.)
Boren (D-Okla.)
Boschwitz (R-Minn.)
Bumpers (D-Ariz.)
Chaffee(R-R.I.)
Chiles (D-Fla.)
Cochran (R-Miss.)
Cohen (R-Me.)
Deconcini (D-Ariz.)
Denton (R-Ala.)
Dole (R-Kans.)
Domenici (R-N.M.)
East (R-N.C.)
Garn (R-Utah)
Gramm (R-Tex)
Grassley (R-Iowa)
Hatch (R-Utah)
Hecht (R-Nev.)
Helms (R-N.C.)
Humphrey (R-N.H.)
Kassenbaum (R-Kans.)
Kasten (R-Wis)
Laxalt (R-Nev.)
Lugar (R-Ind.)
Mattingly (R-Ga.)
McClure (R-Idaho)
McConnell (R-Ky.)
Nickles, Don (R-Okla.)
Pell (D-R.I.)
Pressler (R-S.Dak.)
Pryor (D-Ariz)
Quayle (R-Ind.)
Roth, William (R-N.H.)
Rudman (R-N.H.)
Simpson (R-Wyo.)
Symms (R-Ida.)
Thurmond (R-S.C.)
Trible (R-Va.)
Wallop (R-Wyo.)
Warner (R-Va.)
Wilson, Pete (R-Calif.)
Zorinsky (D-Nebr.)

Frontlash Manual For Voter Action

Frontlash, the political action group for college students and other young people which works with the AFL-CIO and its affiliates, has produced *The 1986 Voter Registration and Absentee Ballot Information Manual.*

It's a complete, up-to-date book showing registration deadlines, residency requirements, registration procedures, laws governing cancellation of registration, and how to register for absentee ballots.

The manual also offers valuable information on each state's absentee voting laws. It supplies general and primary election dates, poll hours, information on access for the disabled, bilingual ballot information, a list of the counties in each state, and also includes application forms and sample letters for absentee voting.

A valuable addition to any local Carpenters Legislative Improvement Committee program, the cost of the manual is $20.00 plus a shipping fee of $2.50 per book. Send a check or money order to: Frontlash Foundation, FRONTLASH, 815 16th Street, N.W., Washington, D.C. 20006.

1986 Congressional Primary Elections by State

State	Primary	Run-Off	Up for Grabs
Alabama	June 3	June 24	7 Representatives, Senator Denton, Governor Wallace**
Alaska	Aug. 26		2 Representatives, Senator Murkowski, Governor Sheffield
Arizona	Sept. 9		5 Representatives, Senator Goldwater*, Governor Babbitt**
Arkansas	May 27	June 10	2 Representatives, Senator Bumpers, Governor Clinton
California	June 3		45 Representatives, Senator Cranston, Governor Deukmejian
Colorado	Aug. 12		6 Representatives, Senator Hart*, Governor Lamm**
Connecticut	Sept. 9		6 Representatives, Senator Dodd, Governor O'Neill
Delaware	Sept. 6		1 Representative
Florida	Sept. 2	Sept. 30	19 Representatives, Senator Hawkins, Governor Graham**
Georgia	Aug. 12	Sept. 2	10 Representatives, Senator Mattingly, Governor Harris
Hawaii	Sept. 20		2 Representatives, Senator Inouye, Governor Ariyoshi**
Idaho	May 27		2 Representatives, Senator Symms, Governor Evans**
Illinois	Mar. 18		22 Representatives, Senator Dixon, Governor Thompson
Indiana	May 6		10 Representatives, Senator Quayle
Iowa	June 3		6 Representatives, Senator Grassley, Governor Branstad
Kansas	Aug. 5		5 Representatives, Senator Dole, Governor Carlin**
Kentucky	May 27		7 Representatives, Senator Ford
Louisiana	Sept. 27	Nov. 4 (1)	8 Representatives, Senator Long*
Maine	June 10		2 Representatives, Governor Brennan**
Maryland	Sept. 9		8 Representatives, Senator Mathias*, Governor Hughes**
Massachusetts	Sept. 16		11 Representatives, Governor Dukakis
Michigan	Aug. 5		18 Representatives, Governor Blanchard
Minnesota	Sept. 9		8 Representatives, Governor Perpich
Mississippi	June 3	June 24	5 Representatives
Missouri	Aug. 5		9 Representatives, Senator Eagleton*
Montana	June 3		2 Representatives
Nebraska	May 13		3 Representatives, Governor Kerrey**
Nevada	Sept. 2		2 Representatives, Senator Laxalt*, Governor Bryan
New Hampshire	Sept. 9		2 Representatives, Senator Rudman, Governor Sununu
New Jersey	June 3		14 Representatives
New Mexico	June 3		3 Representatives, Governor Anaya**
New York	Sept. 9		34 Representatives, Senator D'Amato, Governor Cuomo
North Carolina	May 6	June 3	11 Representatives, Senator East*
North Dakota	June 10		1 Representative, Senator Andrews
Ohio	May 6		21 Representatives, Senator Glenn, Governor Celeste
Oklahoma	Aug. 26	Sept. 16	6 Representatives, Senator Nickles, Governor Nigh**
Oregon	May 20		5 Representatives, Senator Packwood, Governor Atiyeh**
Pennsylvania	May 20		23 Representatives, Senator Specter, Governor Thornburgh**
Rhode Island	Sept. 9		2 Representatives, Governor DiPrete
South Carolina	June 10	June 24	6 Representatives, Senator Hollings, Governor Riley**
South Dakota	June 3		1 Representative, Senator Abdnor, Governor Janklow**
Tennessee	Aug. 7		8 Representatives, Governor Alexander**
Texas	May 3	June 7	27 Representatives, Governor White
Utah	Aug. 19		3 Representatives, Senator Garn
Vermont	Sept. 9		1 Representative, Senator Leahy, Governor Kunin
Virginia	June 10		10 Representatives
Washington	Sept. 16		8 Representatives, Senator Gorton
West Virginia	May 13		4 Representatives
Wisconsin	Sept. 9		9 Representatives, Senator Kasten, Governor Earl
Wyoming	Aug. 19		1 Representative, Governor Herschler**
American Samoa	Nov. 4	Nov. 18 (2)	1 Delegate
District of Columbia	Sept. 9		1 Delegate
Guam	Sept. 2		1 Delegate
Puerto Rico	______ (3)	Sept. 9	1 Delegate
Virgin Islands	Sept. 9		1 Delegate

(1) In Louisiana a candidate receiving more than 50 percent of the vote in the primary is elected without a general election. Nov. 4 will be the date of a run-off contest, if necessary.

(2) In American Samoa the primary and general election are held at the same time. In the event of a tie, a run-off contest is scheduled for Nov. 18.

(3) Information not available at press time.

* Senators with a (*) have announced that they will not seek reelection in 1986.

** Governor either ineligible to run or not running for reelection.

Ottawa Report

CLASSIFICATION CARDS

Labor Minister Pierre Paradis has appointed a 15-man committee to consider the present use of classification cards for workers in the Quebec construction industry.

Paradis told members of the Quebec Construction Federation that the committee will make recommendations, based on qualifications and training of individual workers, for replacing the cards.

At present, a construction worker in Quebec needs two documents to get a job—a competence card establishing that he is technically able, and a classification card obtainable only after he has worked in the industry at least 1,000 hours in the last two years.

Liberal candidates in the last election promised to do away with the classification card because it tended to prevent younger workers with little or no experience from getting jobs in the industry.

The big labor federations have favored the card's continued use.

GOVERNMENT SPENDING CUTS

Cutbacks in government spending have produced a widening gap between the rich and the poor in Canada. This was one conclusion of research studies commissioned by the Canadian Union of Public Employees, the National Union of Provincial Government Employees, and the Public Service Alliance of Canada for presentation to a conference on social government cutbacks recently sponsored by these unions in Ottawa.

A study which examined welfare cuts in Saskatchewan pointed out that benefits at current levels were inadequate for people's basic needs.

The examination of the impact of the "restraint" program in British Columbia on education observed that: "Cutbacks have meant a deterioration in the basic education available to children in B.C."

The official unemployment rate of 20% in Newfoundland is definitely understated, another report said, since "full-time regular employment is a minority phenomenon in the province."

CODE AMENDMENT

Canada Labor Code changes giving workers more discretion to refuse dangerous work and making health and safety committees mandatory in workplaces with 20 or more employees have taken effect in most areas of federal jurisdiction.

Approved by Parliament nearly two years ago but only recently proclaimed, the new amendments include:

- Allowing employees to refuse work without fear of discipline if they believe it endangers themselves or fellow workers and they make a formal complaint.
- Requiring employers to establish health and safety committees, inform workers of all known job hazards, and post federal health and safety regulations where they can be easily read.
- Encouraging workers to identify job-related health and safety problems and allow them the same appeal rights as employers.

The code covers about 600,000 workers in federal jurisdiction, including those in radio, television and cable industries, airports, transport companies, banks, grain elevators, feed mills, seed-cleaning plants, nuclear facilities, and about 40 Crown corporations.

MORE ACTION FROM UNIONS

A big majority of people polled in Ontario and Quebec expect unions to do more than just bargain with employers. Up to 93% in both provinces look to unions to deal in workers' compensation, affirmative action, training, lobbying for safety laws, campaign for more jobs, help combat alcoholism, promote workplace daycare, and various other work-related issues.

Most people in both provinces are opposed to unions donating money to political parties (87% in Quebec and 75% in Ontario), but 50% (53% union members) in Ontario feel unions should be allowed to support the party they think does the most for their members. Quebecers do not feel that way: 87% oppose that concept.

These data are based on public opinion polls published by Vector Public Education Inc. on behalf of a group of labour sponsors.

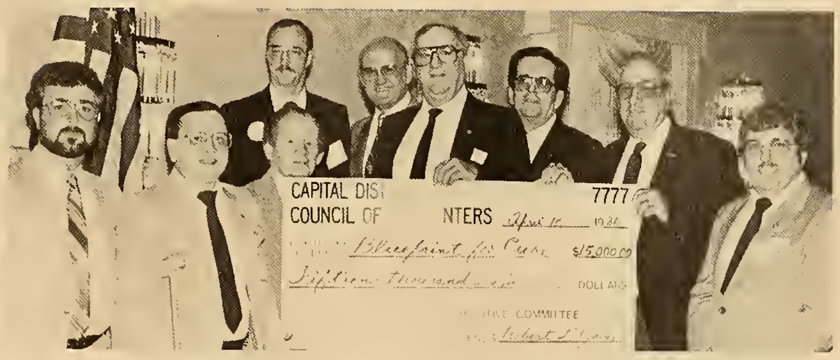
LABOUR EDUCATION FUNDS

Federal Labour Minister Bill McKnight has announced that the Financial Assistance Program for Labour Education hereafter would be a continuing Labour Canada program.

Begun in 1977, it previously was extended to this March 31.

The decision to establish Financial Assistance for Labour Education as a continuing Labour Canada program followed a recent comprehensive evaluation by independent consultants, McKnight said. The evaluation noted that more than 100,000 trade unionists from all regions of Canada annually participate in various education activities on such topics as leadership training, technological change, occupational safety and health, union administration, and collective bargaining.

Your Efforts Vital to 'Blueprint for Cure'



The Capital District Council in Columbus, Ohio, has issued a challenge to other locals and district councils. They've made contributions totaling $20,000 to the "Blueprint for Cure" Campaign, and would like to see others try and top that. Pictured above, presenting a check for $15,000 to President Campbell, are Robert L. Jones, executive secretary of Capital District Council and president of the Ohio State Council; Milan Marsh, executive secretary-treasurer Ohio State Council; Diego Moreno, Local 200; Delbert Baker Sr., financial secretary of Local 200; Jack Noggle, business agent of Local 976; and Dale Evans, business agent of Local 1241. The $15,000 was raised by raffling off a 1986 Chevrolet S10 pick-up truck.

One of the most frightening things about diabetes is its unbiased, far-reaching hand. It touches people from all walks of life every day, the rich and poor, the educated and illiterate, and our families and our friends. Part of the beauty of our "Blueprint for Cure" campaign is the way it touches hundreds of thousands of building tradesmen and women and unites their power to work toward a cure for diabetes.

Here at the General Office, we see checks coming in every day. They come in all shapes and sizes from members, locals, and district councils. But, regardless of size or amount, they're all the same—they're all vital elements of the "Blueprint for Cure."

We've been hearted by the number of councils and groups who have undertaken special fund-raising projects and contributed the proceeds to the campaigan. And we're grateful to all of you who have added your names to our list of contributors:

Local 53, White Plains, N. Y.;
Local 63, Bloomington, Ill.;
Local 465, Ardmore, Pa.;
Local 1005, Hobart, Ind.;
Local 1059, Ashland, Pa.;
Local 1176, Fargo, N. D.;
Local 1509, Miami, Fla.; and
Local 2028, Grand Forks, N. D.

Capital District Council, Retirees Club of St. Louis, Luther A. Sizemore Foundation Inc., and George Suddarth Foundation Inc.

In Memory of R. E. Livingston, David Braustein, Edwin D. Brubeck, Bert Dally, John H. Donaldson, Thomas Flurry, Ray Hamer, Joseph Pinto, Anthony Piscitelli, Vincent Quagliana, Hugo M. Rhoden, and Don Totty.

Local 17, Bronx, N. Y.;
Local 43, Hartford, Conn.;
Local 81, Erie, Pa.;
Local 1280, Mountain View, Calif.;
Local 2714, Dalles, Ore.; and
Local 2798, Joseph, Ore.

Eastern Virginia district Council, Nassau County Charitable Trust Fund, Louis A. Borge, Patrick J. Campbell, James Vic Cooley, Ronald J. Dancer, Geralis Family, Robert Mergner, and Charles E. Saville.

In Memory of Nicholas Samela.

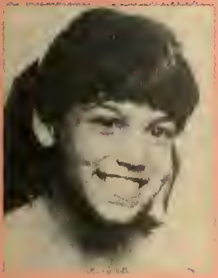
•

Check donations to the "Blueprint for Cure" campaign should be made out to "Blueprint for Cure" and mailed to General President Patrick J. Campbell, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

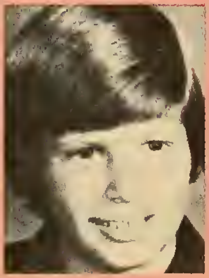
Local 1419, Johnstown, Pa., has a three-day fund-raiser at an area shopping mall to help the cause. They raffled off a 19" color television and raised $1,000. Pictured from left, are Randall Empfield; Robert Bonk, business agent; Joseph Catanese, president; and Donald Ressler.

Missing Children

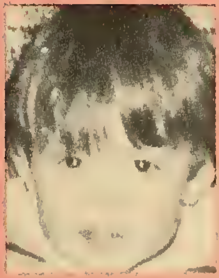
If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5678



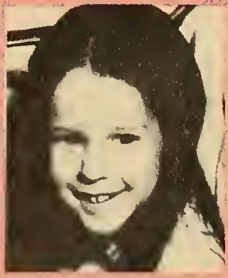
Jennifer Sophia Marteliz, 11, has been missing from Florida since November 15, 1982. Her hair is black and her eyes are dark brown.



John Gosch, 16, has been missing from Iowa since September 5, 1982. His hair is light brown and his eyes are blue.



Russell John Mort, 6, has been missing from New York since May 5, 1982. His hair is light brown and his eyes are brown.



Nyleen Kay Marshall, 7, has been missing from Montana since June 24, 1983. Her hair is brown and her eyes are blue.

New UBC Credit Card Program Supports Charitable Organizations

Dear Brothers and Sisters:

As workers in the trades, we know good tools when we see them. Now I want to introduce you to a new kind of tool—a tool that can help cure one of America's deadliest diseases.

This new tool is so small you can carry it in your pocket . . . and so easy to use you will make it part of your everyday life.

This ingenious tool is a credit card—an internationally recognized *VISA* card accepted by more than 4 million businesses worldwide. But this card—specially created by the United Brotherhood of Carpenters and Joiners of America—does something that no other credit card has ever done: It generates donations to UBC-endorsed charitable programs each and every time you use it. The first donations as we launch this campaign will go to help the Diabetes Research Institute develop a cure for diabetes, a chronic and often deadly disease affecting as many as 12 million Americans.

Here, in summary, is how it works:

- When you become a UBC *VISA* cardholder, $5 will be donated to a charitable, tax-exempt organization designated by the UBC. The key recipient in 1986 will be the Diabetes Research Institute Foundation, a leader in the search for a diabetes cure.
- Then, every time you use your UBC *VISA* card—no matter how small the purchase—another 5¢ will be donated automatically . . . **at no cost to you.**

Think for a moment about the power of this pocket-sized tool. How often do you go to a store, eat at a restaurant, travel, or order products by phone or mail? And how many purchases are made every day by other UBC members and their families?

Thanks to the UBC *VISA* card, each of these small, isolated purchases is now an opportunity to help relieve the suffering of millions of people. The more you use the card, the more you help!

And help is badly needed, for diabetes is a far more serious and deadly disease than most people realize. Every nickel donation that UBC *VISA* cardholders generate during the first phase of the program will help bring us closer to a cure for diabetes.

Consider these grim realities: 1,600 people are diagnosed with diabetes every day. Diabetes kills 822 people every day. It blinds 96 people every day. It leads to leg and/or foot amputations for 110 people every day. And its many other complications hospitalize more than 5,500 people every day.

Despite these numbers, many people think that diabetes is just a minor inconvenience that can be easily treated with a daily shot of insulin. This is not true at all.

For many diabetics, insulin can forestall the inevitable onset of many complications, including blindness, kidney and bladder disease, gangrene, and often death. But insulin is not a cure.

The American labor movement last year committed to help find a cure. We organized the "Blueprint for Cure" with the goal of funding the construction of a major new research facility for the cure of diabetes. The new facility will be operated by the Diabetes Research Institute, which has already made tremendous strides toward finding a cure for this terrible disease.

Now, with the UBC *VISA* card, thousands of members and their families can support programs like the "Blueprint for Cure" **every day of the year, with no additional out-of-pocket expense.** All that's needed is to use the UBC *VISA* card for your purchases instead of cash, checks, or other credit cards. The more you use it, the more you help.

Of course, the UBC *VISA* card has many other advantages. You can use it at more than 4 million stores and restaurants worldwide . . . You'll owe **no finance charges** if you pay your balances within 25 days . . . If you don't pay in full within 25 days, the interest on your outstanding balance is just 17.5%—lower than the rate charged by most major banks . . . You can obtain cash advances at over 100,000 banks—plus instant advances at 24-hour automated teller machines . . . You can have a second card free for a member of your family or household . . . You receive up to $100,000 in travel insurance when you purchase airline tickets on the card . . . You can use Convenience Checks tied to the card to pay off old bills or other credit card accounts with higher interest . . . And you start with a credit line of up to $3,000. All this for a modest annual fee of $20.

The UBC *VISA* card is managed for the United Brotherhood by Working Assets, America's foremost provider of pro-labor financial services, and State Street Bank and Trust Co. of Boston, one of the oldest and most respected banks in the country.

To take advantage of this powerful new tool, simply fill out the attached application form in this issue of *Carpenter*.

I believe you'll be proud to carry the UBC *VISA* card in your wallet—and proud every time you use it. Please send for your card today.

Patrick J Campbell

Patrick J. Campbell
General President

Introducing

The **UBC *VISA*** Card

UBC
State Street
VISA
CLASSIC
GOOD THRU LAST DAY OF

A Powerful Pocket-Sized Tool

Why Every UBC Member Should Carry the UBC *VISA* Card:

- Accepted at 4 million stores and restaurants worldwide
- No finance charges on balances paid within 25 days
- Starting credit lines up to $3,000
- Cash advances at 100,000 banks
- Access to 24-hour teller machines
- FREE second card for a member of your household
- Convenience Checks to pay off bills or other credit cards
- 17.5% APR on balances not paid within 25 days—lower than most major banks
- $20 annual fee
- 5¢ donated to charity *every time you use the card.*

How To Apply:

1. Detach and fill out the attached application.
2. If you've had 1 or 2 employers in the last 2 years, fold, staple, and mail the completed application.
3. If you've had 3 or more employers in the last two years, make photocopies of the front page of your Form 1040 for 1984 and 1985. Enclose the application and the Form 1040 copies in an envelope and mail to UBC, 230 California St. Suite 200, San Francisco CA 94111.

All credit decisions are made by State Street Bank and Trust Co. and not by the UBC. Allow 30 days for processing.

You'll be *proud* to carry the UBC Visa Card . . .
and *proud* every time you use it.

Labor News Roundup

Survey shows what unions already know

The Equitable Life Assurance Society has discovered, after an expensive survey, something unions could have told the huge insurance firm for nothing. The discovery was that some workers, both blue collar and white collar, are more satisfied with their jobs when they're offered a cafeteria plan, which is a variety of benefits to choose from. Most frequently chosen were a life insurance plan, dental coverage, and a choice of two or more health programs.

Contracting out wasteful in federal agencies

Contracting out proves to be wasteful in federal agencies. The White House Office of Management and Budget had a notion that they could save money by contracting out to private firms work that had traditionally been done by public employees. According to recent government reports, privatization often has produced waste, inefficiency, and billions of dollars added to the federal deficit.

State, County, and Municipal Employees President Gerald McEntee said, "Contracting out is a return to the spoils system that was abandoned more than a half century ago, a return to an epidemic of corruption, and the birth of a new set of robber barrons."

Bell and Howell to shut plants in South Africa

Less than one month after the United Mine Workers, the AFL-CIO, and the Free South Africa movement launched a consumer boycott against Royal Dutch Shell for its support of the apartheid system in South Africa, another major corporation has announced that it's pulling out of South Africa rather than face a possible boycott.

Bell and Howell, the giant information-systems company, plans to end its operations in South Africa because of fears its products might be boycotted in the United States, said Donald Frey, Bell and Howell's chairman.

Frey said the company decided to get out of South Africa because it feared its products might be boycotted by state and local governments and by pension funds in the United States.

Boycotts by state purchasing agencies "is a real fear," said Frey.

Four workers win right to union T-shirts

Four members of the Furniture Workers won an $11,500 settlement from Empire Furniture Co. in Johnson City, Tenn., after the workers and union demonstrated they were illegally fired for union activities, which included wearing UFCW T-shirts on the job. UFCW President Carl Scarbrough hailed the settlement as an "important victory for four courageous union workers who were unjustly mistreated for standing up for their rights." He said that the "only way to put an end to these abuses is to get the union in" at Empire.

AFL-CIO to open new organizing office this month

A new office of the AFL-CIO intended to help affiliates win recognition from recalcitrant employers soon will be in operation, according to Charles McDonald, the federation's new director of organizing. The AFL-CIO's office of Comprehensive Organizing Strategies and Tactics is being formed to help develop in-house corporate campaign capabilities, McDonald explains. The use of corporate campaigns to combat employers' resistance to unionizing was recommended by the AFL-CIO Committee on the Evolution of Work in February 1985.

As an organizing strategy, the purpose of a corporate campaign is to pressure employers to take a neutral position on allowing employees to exercise their right to unionize. Planning a corporate campaign involves a careful analysis of the target company in order to find both its vulnerable areas and its sources of power, McDonald emphasizes. Once these have been identified, the union uses the information to develop appropriate pressure tactics such as contacting the employer's banks, creditors, customers, and stockholders. When others are drawn into the controversy, their self-interest is threatened and they in turn pressure the employer into a neutral organizing position, McDonald says.

The AFL-CIO hopes to use COST to warn employers what they're "up against" if they set out to oppose unionizing efforts at all costs. The new office's mission will be to teach the national AFL-CIO affiliates how to run corporate campaigns themselves by helping them develop their own in-house capabilities, McDonald explains. The COST office is due to open this month and will work out of the AFL-CIO's Organizing and Field Services Department at the federation's headquarters in Washington, D.C. Blue Cross/Blue Shield has been chosen as the first corporate campaign project because it is a primarily unorganized industry in which unions have substantial influence since they are clients of the organization.

Boston effects city-wide boycott of Coors

Boston, Mass., has decided to discourage city participation in events sponsored by Coors. In a resolution passed by the Boston City Council the Resolve was "That the Boston City Council in meeting assembled does hereby establish a Council policy discouraging official City participation in any event involving the promotion of Coors beer or other Coors products so long as the national organized labor boycott endorsed by the AFL-CIO shall continue; and, be it further Resolved, That from this time hence, and until the national Coors boycott is lifted, city staff shall avoid even informal involvement during the performance of their city duties in any future events involving the promotion of Coors beer."

Steady rise reported for two-tier systems

Two-tier wage plans specifying lower rates of pay for new employees were included in about 11% of all nonconstruction agreements reported in 1985, according to a study of current contract settlements by BNA's *Collective Bargaining Negotiations and Contracts* service. Negotiation of two-tier plans has increased steadily from 5% in 1983 to 8% in 1984. The 1985 study is based on 1,053 contract settlements. Only four reported settlements called for elimination of a previously negotiated two-tier plan.

Two-tier settlements are more popular in nonmanufacturing, appearing in 18% of such contracts negotiated last year. They were negotiated in all postal and railroad pacts that were concluded and appeared frequently in airline and wholesale and retail settlements. Six percent of manufacturing agreements contained such provisions; they are most prevalent in transportation equipment and lumber.

A majority of two-tier plans negotiated in 1985 were temporary, permitting pay of new workers to eventually catch up with that of more senior workers. Fifty-six percent of plans specified temporarily lower pay rates, 16% specified permanently lower rates, and the rest contained insufficient information to classify. About 5% of plans were revised to stretch out existing progression schedules while another 5% called for shortening existing schedules.

Pay cuts or freezes in 1985 were almost twice as frequent in contracts with two-tier systems as in all contracts. First-year median wage increases were lower in two-tier pacts; this was particularly noticeable in manufacturing where the median was zero in two-tier settlements, as against 35¢ per hour or 3.9% for all settlements.

Workers' Compensation: YOUR RIGHTS

One of millions of workers suffering from job-related respiratory diseases, this North Carolina man retired before a workers' comp law went into effect in his state and was left without benefits. Photo by Earl Dotter

Thousands of workers are injured on the job each year. Until the early 1900s workers bore the entire cost of their injuries. In some cases the worker sued his or her employer and was awarded damages. But such awards were rare because employers used three powerful arguments to defend themselves: they claimed that the worker in some way contributed to the injury through his or her own negligence; they claimed that one of his or her fellow workers helped cause the injury; and workers supposedly knew the hazards of the job when they started and therefore willingly assumed the risks that came along with the work.

These arguments made it very difficult to sue the employer if you were injured on the job. The courts almost always ruled against workers.

In the early 1900s industrial injuries and disease became more widely recognized as a serious national problem. In 1908 President Roosevelt called for the passage of a workman's compensation act for federal employees, which passed the Congress later that year. Several state acts were ruled unconstitutional by the courts until 1911 when Wisconsin passed the first law to become and remain effective. Many other states followed suit, and by 1948, all states and jurisdictions had such laws.

In addition to the state acts and Federal Employees Compensation Act, there are now several others covering small jurisdictions, such as the Longshoreman and Harbor Workers Act covering some shipyard workers, the Jones Act covering seamen aboard ships, and the Federal Employers' Liability Act covering railroad workers.

The goals of the state workers' compensation acts were to provide some relief to injured workers while at the same time limiting the employer's liability. In exchange for giving up the right to sue his or her employer, the worker can apply for benefits from the worker's compensation fund.

Compensation Benefits

The benefits generally cover a portion of the lost wages and medical and rehabilitation expenses. In this system the employee doesn't have to prove that the employer was negligent or that they or their fellow workers did not contribute to the accident. If you are injured on the job, you should receive compensation. This presumably avoids the costly and lengthy litigation involved in lawsuits.

Four types of injuries are covered: permanent total disability, where you can never work again; temporary total disability, where you cannot work temporarily but could return to work in the future; permanent partial disability, where you could return to work but at a reduced workload or to another job but with impaired capacity; and death.

Benefits vary from state to state. Generally for a total disability workers receives two-thirds of their weekly wage, usually for the duration of their disability. Most states, though, have a maximum benefit equal to the average weekly wage for that state. So if you make more than the average worker in your state, your benefits may be less than two-thirds of your wages. Workers' comp benefits are tax-free. Lawyers are usually given a set percentage of awards when disputed claims are settled in a hearing.

Most programs provide full medical and rehabilitation benefits. Each program has a waiting period before claims are paid to eliminate compensation for minor injuries.

Occupational Disease

While most injury cases will be awarded benefits once filed, occupational disease cases such as asbestosis, occupational cancer, or hearing loss usually go uncompensated. Most compensation laws have a "statute of limitations" that limit how long you can wait before filing a claim. This is to protect an employer from claims being filed many years later and having unending liabilities. Occupational diseases, though, often take many years to develop (20–40 years for some cancers) after exposure. To accommodate this problem, most states do not begin the time period for the statute until the worker finds out they have the disease and that it may be work-related. Demonstrating that a disease occurring 20–40 years after exposure is work-related can be very difficult though, especially if there are other possible causes. Lung cancer from exposures in the workplace could also be caused by smoking. Hearing loss could also be due to lifestyle (listening to loud music, riding motorcycles, pleasure boating, living near an airport). The Black Lung Compensation Act got around this problem by presuming that anyone who has black lung and worked in the coal mines for a certain time period must have an occupationally-related disease. But for less specific diseases, the problem is much more difficult.

Promoting Safety

Another goal of the workers' comp system was to promote safety. However employers have no incentive to improve conditions in the workplace under the present system. The threat of making large payments to workers has been replaced with small payments each month into the fund, thus spreading out the cost. Since many workers do not apply for comp, or are not awarded comp, diseases by and large do not get compensated, and the payments that are made are inadequate, the premiums have done little to spur companies to improve conditions.

System Criticized

The workers' compensation system has often been criticized as inadequate. First, the payments are not high enough and in most cases do not increase with inflation and wages. A widow receiving death benefits will still be receiving the same amount 10 years later. Often payments are paid based on the date of injury, not on the date of aggravation or reoccurrance. In addition, much of the comp money goes to doctors, lawyers, insurance companies, and the state. Second, although doctor's bills are paid and lost wages are partially replaced, the worker does not get compensated for any pain and suffering that results from the injury. This is the main reason for large awards in the past or in other personal injury cases. Third, the system can be very cumbersome and discouraging to workers trying to get compensation. Each state has its own law and filing regulations. Getting compensation can take weeks, months, or even years (in the case of occupational diseases). And most occupational diseases (95%) never get compensated. Fourth, because the comp system spreads out the liability, most companies do not feel the full effect of a bad record in their premiums. The incentive for safety is not as great.

Because of the inadequacies of the comp system, many workers have taken to suing the supplier of the product or machine that injured them. This situation is particularly evident in the case of asbestos where the manufacturers now have over 14,000 law suits pending against them. This right, though, may soon be taken away by product liability bills now before Congress.

Using the System

Despite all these flaws, it is the only system operating to compensate injured workers. Our main efforts should be to prevent accidents and injuries from happening in the first place, but once a worker has been injured, it is his or her right to receive some compensation. So we encourage you to use the system and apply for benefits.

Some locals have set up "compensation committees" where local union members learn the system, document cases, and help members file claims. By learning how the compensation system works, the local can make sure injured workers get their benefits, eliminate the need for attorneys where they are not required, gather evidence to support occupational disease claims, add contract language to gain expanded rights and benefits, and even push for changes in state laws to provide fairer compensation.

Resources

The details of how to file vary from state to state. Most states publish information booklets describing the procedures. Contact the state workers' comp program for copies of their requirements. Most states also have central and field offices. Check your local phone directory for the one nearest you.

The state AFL-CIO often has representatives who are familiar with the state's workers' comp system and who can help you. Some have published guides to their state's program (Ohio, Pennsylvania, Illinois, among others).

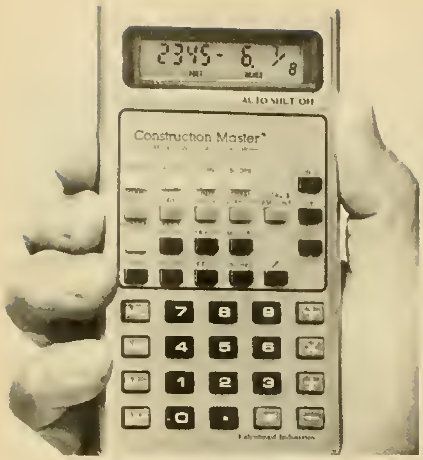
Workers' comp lawyers in each state often publish short handbooks explaining the system. They may be willing to provide information to attract new clients. They often have extensive knowledge and experience with the system.

Some local COSH groups (Committees on Occupational Safety and Health) have published guides to worker's comp for their state. Two booklets in particular are very good: "Injured on the Job: A Handbook for Pennsylvania Workers" published by the Philadelphia Area Project on Occupational Safety and Health (PhilaPOSH), 3001 Walnut St., 5th Floor, Philadelphia, PA 19104, for Pennsylvania workers ($6.00 with postage) and "Injured on the Job: A Handbook for Massachusetts Workers" published by the Massachusetts Coalition for Occupational Safety and Health (MassCOSH), 718 Huntington Ave., Boston, MA 02115, for Massachusetts workers ($5.75 with postage). A list of COSH groups is available from the UBC Department of Safety and Health.

For federal workers, the Western Institute for Occupational and Environmental Health Sciences (WIOES, 2520 Milvia St., Berkeley, CA 94704) has put together "A Workers' Guide to the Federal Employees' Compensation System" ($2.00). Another important resource is "Workers' Comp: Making the Employer Pay," Issue 16 of American Labor Newsletter ($1.65 from American Labor, 1835 Kilbourne Place N.W., Washington, DC 20010).

The federal government has published several books with information about the various state programs including: "State Workers' Compensation: Administration Profiles" and "State Workers' Compensation Laws." Copies are available through the U.S. Department of Labor, Employment Standards Administration, Office of State Liaison and Legislative Analysis, Division of State Workers' Compensation Programs, 200 Constitution Ave. N.W., Washington, DC 20210.

For more information, contact the UBC Department of Safety and Health, 101 Constitution Ave., N.W., Washington, DC 20001.



New Feet-Inch Calculator Solves Building Problems In Seconds

Now you can quickly and easily solve all your dimension problems directly in feet, inches and fractions — with the all new Construction Master calculator

- Add, subtract, multiply and divide feet-inch-fraction dimensions directly — no conversions needed
- Enter any fraction — 1/2's, 1/4's, 1/8's, 1/16's, 1/32's, 1/64's — even compute problems with mixed fraction bases
- One-button converts between feet-inch-fractions, decimal feet, decimal inches, yards and meters — including square and cubic dimensions
- Custom LCD read-out actually displays the format of your answer — feet, inches, square meters, cubic yards, etc. — including full fractions
- Built-in angle solutions let you solve for right triangles (i.e., roof rafters, squaring-up foundations). Just enter two sides (or a side and a roof pitch) and the calculator instantly gives you your answer — right in feet and inches!
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Plus, the Construction Master is a standard math calculator with memory and battery-saving auto shut-off. Compact (2-3/4x5-1/4x1/4") and lightweight (5 oz.). Includes easy-to-follow instruction manual, 1-year replaceable batteries, full 1-Year Warranty, and vinyl carrying case — with optional leather case also available.

With the time and money you save, the $99 95 Construction Master will pay for itself many times over — probably on your first job! Order now and save an additional $10 with our special introductory price of just $89.95 This offer is limited so don't delay!

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☐ Add my initials hot-stamped in rich gold for $1 per initial Imprint the following _ _ _ _
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City/State/Zip ______

☐ **Check enclosed for entire amount of order including 6% tax for California orders.**
☐ **Charge to:** ☐ **VISA** ☐ **M/C** ☐ **Amer. Exp.**

Card # ______ **Exp. Date** ______
Sign Here ______ CP-9

LOCAL UNION NEWS

UBC Victory at Ontario Plant

The Ontario Labor Relations Board has granted the United Brotherhood of Carpenters, Local 1030, bargaining rights for the 160 employees at Morewood Industries Ltd.'s prefabricated window and door plants.

Morewood, a major area house manufacturer, has been ordered to rehire and compensate 12 employees seeking more than $80,000 in back pay for being fired when they tried to organize a union.

In a recent decision, the board ruled Morewood, which is located in Morewood, south of Ottawa, broke Ontario labor law by firing the employees.

Because of "massive violations" of labor laws in July 1985, the board ordered Morewood to compensate the 12 for lost back pay and to provide new jobs when they become available.

The decision was endorsed by all three members of the board panel, including a management representative.

Chicago-NE Illinois Bargaining Survey

The arbitration committee of the Chicago and Northwest Illinois District Council enters into bargaining for new agreements with employers this month.

It was discovered prior to the June sessions that some employers were initiating so-called "polls" of Carpenters they employ. Their purpose, according to the arbitration committee, was to cause division among UBC members covered by the contracts.

To counter such a poll, the committee prepared and distributed to every member via the district council newsletter its own poll—a mail survey with a postage-paid reply card which asked in detail the question: "What do you want in next agreements with employers?" The committee told members that this was the "only genuine questionnaire for members of local unions affiliated with the Chicago and Northeast Illinois District Council of Carpenters."

An accompanying letter from District Council President George Vest and Council Secretary Wesley Isaacson urged members to attend their local union meetings to make suggestions on what they want in the agreements.

"With your cooperation and guidance, we believe that the arbitration committee will report to the delegates to the district council with sound, fair, and workable agreements before the expiration dates of the current agreements," the two council officers concluded.

Pension Money at Work in Syracuse

BEING BUILT BY
SYRACUSE BUILDING TRADESMEN UNIONS

Business Agent Neil Daley, Local 12, Syracuse, N.Y., second from right, helps with a sign on a $48 million project partially financed by union pension money. Six million pension dollars were lent to the developer who, in return, agreed to build the project with all union building trades. A $32 million high rise has since been added to the plans, making the total projected cost of the project $80 million.

Also pictured, from left, are Electricians BA Sam Barber, Operating Engineers BA Bernie DeJoseph, and Ironworkers BA Kevin McDermott.

Colorado Carpenters' History Distributed

A history of the United Brotherhood in Colorado entitled *Building Colorado* by Elizabeth Jamison is being distributed to schools and colleges in the state, and the Colorado State Council of Carpenters has offered to provide speakers to student groups.

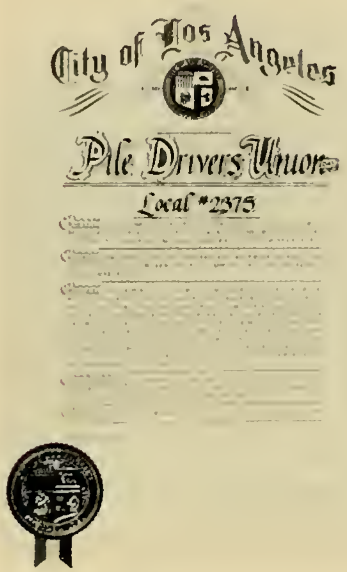
Charles J. McDonald, a retired member of Local 510, Berthoud, Colo., and W. W. Herlihy, a retired electrician representing the Northern Colorado Central Labor Council, have presented *Building Colorado* and *The Road to Dignity*, a centennial history of the UBC by Tom Brooks, to the libraries of the University of Northern Colorado, Aims Community College, Northwestern Junior College, Sterling High School, and other educational institutions in the state.

Charles McDonald, right, and W. W. Herlihy, center, present copies of the two UBC histories to Claude Johns Jr., dean of the University of Northern Colorado Library Services. Photo by Sandra Wilmoth, *Centennial Country.*

Labour Law Seminar, Cape Breton Island

Local 1588, Cape Breton Island, N.S., believes in educating its members. Lawyer Ron Pink addresses executive members, stewards, and rank and file members.

Los Angeles Honors Pile Drivers



City of Los Angeles

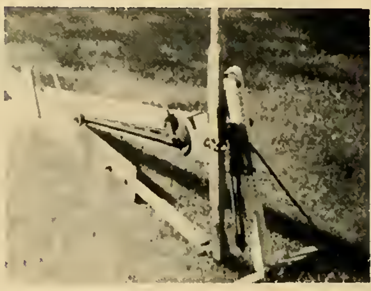
Pile Drivers Union

Local #2375

Los Angeles Mayor Tom Bradley issued a proclamation declaring a "Pile Drivers Union Day" to mark the 65th anniversary of Local 2375, Los Angeles, Calif. The proclamation, reproduced above, cites the high quality workmanship the union is noted for and enumerates several of their notable projects.

TREADLE SAW?

Gundy Hanson of Local 7, Minneapolis, Minn., a member since 1942, has turned up an antique saw which he can't identify. It looks like some kind of treadle-operated wood saw. Can anyone give our readers the lowdown? Hanson will sell it to a tool collector. Write: 7741 Tessman Drive, Minneapolis, MN 55445.



Don't Patronize Notice for Vegas

We've been asked by trade union members of Nevada to advise UBC members that they should not patronize the following Las Vegas, Nev., establishments:

Sam's Town Hotel, California Hotel, Four Queens Hotel, Vegas World Hotel, Imperial Palace Hotel, Palace Station Hotel, Bourbon Street Hotel, Aladdin Hotel, Las Vegas Club, and the Showboat.

Claude Evans, executive secretary-treasurer of the Nevada State AFL-CIO, tells us, "Las Vegas is a highly organized city, but, unfortunately, we do have some establishments that are non-union. During the hotel strike in 1984 there were some hotels that went non-union and others that never signed contracts with our labor union."

The establishments listed above are among those hotels.

Broward County Issues Newsletter

The first issue of the Broward County, Fla., *Carpenters' V.O.C. Newsletter* was distributed in March to all UBC members in the district council.

The 12-page edition was created by Michael J. Decker of Local 1394, Fort Lauderdale, VOC chairman and editor; Ellen Randolph, trustee of Local 2795, Fort Lauderdale Floor Coverers; and Andrew P. Casilli of Local 3206, Pompano Beach, graphic designer. Casilli created some of the illustrations in the newsletter on his personal computer.

The newsletter featured an article on open-shop construction, written by Business Representative Thomas Strimbu. There was also an item on organizing by Business Representative Edd Holladay.

The newsletter staff was assisted by members of Office Employees Local 128.

80-Year Landmark for Jamison Door

At the Jamison Door Co. 80th anniversary celebration, from left, are Kenneth Wade, business rep.; Rollin L. Smith, president, Jamison Door; Leo Decker, international rep.; John V. Jamison III, board chairman, Jamison Door; and William Halbert, secretary-treasurer, Baltimore district council.

When John Jamison III announced during his college days in the 1930s that he was going home to make doors, "it was a common joke." Says Jamison, "People didn't figure on it having much future."

Now after 80 years of operation, Jamison Door Co. in Hagerstown, Md., is still going strong—all 195 employees in the UBC shop can have the last laugh.

Local 340 members attended Jamison Door's recent 80th anniversary celebration; the company (featured in the January 1984 *Carpenter*) has had a continuous contract with the Brotherhood since 1917.

Over the years, the firm has turned out more than 600,000 doors—some as large as 30' × 30' to stifle noise at entrances to jet engine testing chambers; some as small as 1' × 1' for freezer compartment openings.

Centenarian Celebrates

William A. Robertson, seated above, basks in admiration on the occasion of his 100th birthday, Feb. 22, 1986. A charter member and former president of Local 1251, New Westminster, B.C., Robertson was honored by officers of his local union and the international union, including a letter of congratulations and good wishes from General President Patrick J. Campbell. Wellwishers are, from left, Tenth District Board Member Ron Dancer, Local 1251 Financial Secretary Lloyd Eliason, former Business Manager David Holmes, General Representative Pat Mattei, and Local President Toby Wilmann.

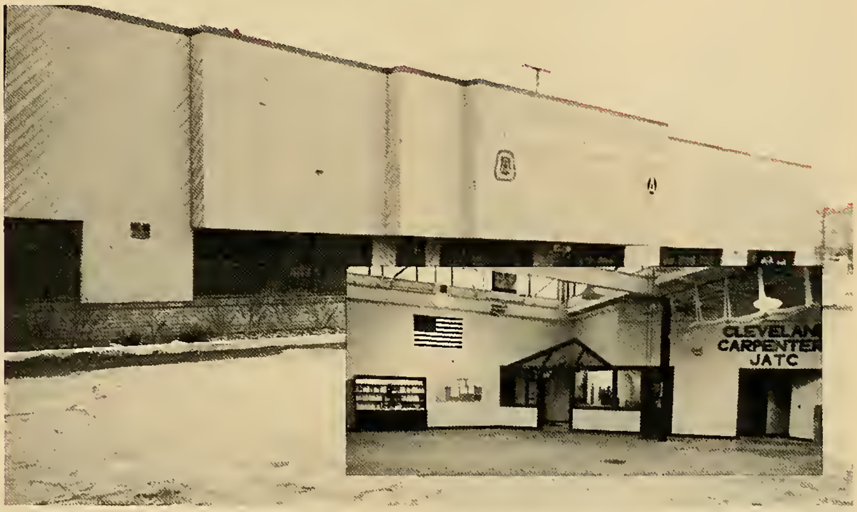
Cleveland JAC Opens Award-Winning Training Center

For over 100 years, the Cleveland, Ohio, Apprenticeship and Training committee programs turned out skilled journeymen. In fact, since 1966 over 1,000 men and women have met the standards of excellence set forth by the committee and been awarded completion certificates. But until last fall, the classes were held in a local vocational school.

That's all changed now. The JATC has a beautiful new award-winning training center with 16,000 square feet of interior space and 10,000 square feet of outside space. The building's design provides flexible work areas for hands-on instruction. It has audio-visual facilities, state-of-the-art equipment, and fully-equipped machine and mill cabinet shops. And it is open to apprentices and to journeymen who want to take refresher courses.

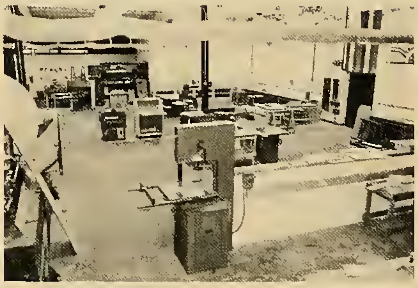
The million-dollar project involved the purchase of an old building and extensive rehabilitation and remodeling work. The center was given an award by Midtown Corrider, a self-help organization of businessmen and residents who are working to raise the standards of the area. It was also honored by the Builders Exchange for the interior trim work of the building.

Cleveland area carpenters are involved in another educational effort—to educate community members about the value of apprenticeship and the skills and training it provides. A series of radio spots are being aired to encourage the community to choose the value of a well-trained union craftsman.



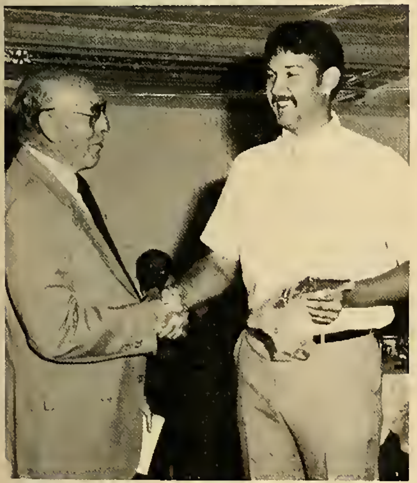
The Cleveland apprenticeship school is pictured above; inset shows center of operations.

The welding machines are each contained in a curtained booth to protect passersby from flying sparks or eye damage.



All the equipment is state-of-the-art and the large open work spaces give students plenty of room to build their projects.

Kentucky State Apprentice Champ



Marvin Byrer Jr., of Local 601, Henderson, Ky., was the winner of last year's Kentucky State Apprenticeship Contest. He is pictured above right, receiving his award from Bill Sims, retired secretary-treasurer of the Kentucky State Council.

Nashville Graduates Receive Certificates

Journeyman certificates were recently awarded to graduating apprentices of Local 1544, Nashville, Tenn. New journeymen pictured above left, from left, are William Anderson Jr., Kenneth Meadows, Danny Waggoner, and David Boman. Also graduating, but not pictured, were Jeff Dickey and Douglas Jennings. Above right, new journeyman Kenneth Meadows, left, received the "Outstanding Apprentice" award from Local 1544. Presenting the award is instructor Clyde Tyree.

WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

ROPING CHAMP

The winner of the Central Missouri Team Roping Contest, Don Davidson, right, a member of Local 2298, Rolla, Mo., accepts from Harrel Simms, a saddle given by Anheiser-Busch.

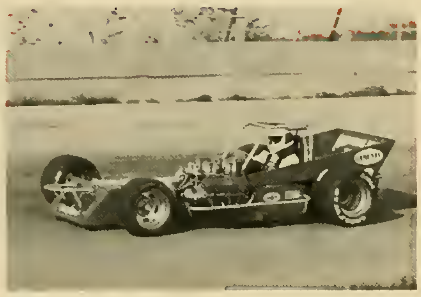
ULTRA RUNNER

Running up a flight of stairs may seem like more than you can handle after a full day on the job, so imagine what it would be like to run 60 to 100 miles a week, one or two hours a day, and even more when you're on vacation. That's what Ron Bomberger, a Local 287, Harrisburg, Pa., member, does to train for his ultra-marathon races.

The 44-year-old was the 1985 Masters Champion for 100 Kilometers in Chicago, Ill., with a time of 8 hours and 17 minutes. In Greenwich, Conn., he set an American age record with 138 miles and 1508 yards covered in 24 hours. Bomberger has also held the North American Masters record for a 48-hour run covering 207 miles, and a 6-day run covering 437 miles.

Brother Bomberger, who works by day installing gymnasium hardwood floors and wall panels for racquetball courts, has been competing for over 10 years but believes he still has some of his best performances to look forward to.

SUPER DRIVER



Steve Gioia Jr., Local 747, Oswego, N.Y., may be a millwright by the week, but on the weekend he's a super-modified race car driver—"Super" as in homemade cars powered by 467 cubic inch Chevy engines, weighing 1800 pounds, and valued at $25,000. Gioia is the 1985 Track Champion at Oswego Speedway, the first local champion in the 31-year history of the Speedway. He also won the 1985 International Super Modified Association Championship for the third time. The Association tours the Northeast and Canada and goes as far west as Michigan. Gioia is sponsored by Genesee Beer and Northern Janitor Service.

ILLINOIS SCHOLAR

The annual Illinois State Council of Carpenters scholarship was awarded to Clifford Bonds, son of Floyd Bonds, Local 63, Bloomington, Ill. Mr. and Mrs. Bonds are pictured above accepting the check for their son from Dick Ladzinski, secretary-treasurer of the Illinois State Council, left, and Robert W. Perschall, business representative of Local 63.

MEANY AWARD

Albert Coppola, Local 475, Ashland, Mass., has been involved in Boy Scouting for 59 years and is now the proud recipient of the George Meany Award, recognizing "the efforts of all the years I put into scouting." Coppola joined Scouting in 1927 and received his Eagle Scout in 1930. Out of 78 available merit badges, he acquired 65. He later received eight eagle palms, the Scouter's Award, Scouter's key, and the highest award in Scouting, the Silver Beaver award.

Coppola retired in 1980 after 27 years of employment with the Raytheon Company.

CORPSMAN WINNER

Jason Cheney, a corpsman at the Anaconda Job Corps in Anaconda, Mont., was recently awarded top prize in the small crafts division of a national arts and crafts competition.

Cheney, who has been involved with the Corps carpentry program since October 1984, constructed several items, including models of a covered wagon and a stage coach. He estimates that the stage coach took 25 hours to construct and the covered wagon, complete with an interior light, 10 to 12 hours. All of the pieces were worked from pine and cedar.

The projects were entered in preliminary competitions before advancing to the finals in Washington, D.C. The corpsmen were able to travel to the finals with their work and the winners were presented with certificates of recognition and cash awards.

CONSUMER CLIPBOARD

Lay-away Purchase Plans

Lay-away purchase plans are designed for customers who want to buy merchandise without using credit or paying the full price immediately. Lay-away plans frequently are offered by discount department stores, or stores that specialize in stereo equipment, appliances, jewelry, or clothing.

How Do Lay-aways Work?

Lay-aways are different from credit purchases. When you buy on credit, you take the merchandise before you pay. When you use a lay-away plan, you pay in full through installments before getting the merchandise.

The terms of lay-away plans vary from store to store. With the usual plan, you make a deposit, usually a percentage of the purchase price, and pay over a period of time until you have paid for the item in full. In exchange, the retailer agrees to hold your selection during that time.

How Can You Avoid Problems?

To avoid any misunderstandings, get specific information about a store's lay-away terms before you participate in its lay-away program. Ask the sales clerk for a written description of the store's lay-away plan or, if that is not available, get information concerning the important lay-away matters discussed below. If any of the store's conditions are not acceptable to you, you may want to shop elsewhere for lay-away merchandise.

- *Terms of the Lay-away Plan.* It is important to know how much time you will have to pay for the item; when the payments are due; what minimum payment is required; and what charges, if any, are added to the purchase price. For example, the seller may charge a service or lay-away fee. Also, find out if there is a penalty for late payments, such as a charge, or possibly loss of the lay-away merchandise.
- *Refund Policy.* If you decide that you do not want the merchandise after making some or all of the payments, you may expect a refund. But, retailers' policies may differ about this. Some may charge you a lay-away service fee that is not refundable. Some retailers may only give you credit to apply to a future purchase made in their store. Ask about the store's refund policy before you buy, and, if possible, get it in writing.
- *Location, Availability, and Identification of Lay-away Merchandise.* Stores often carry two kinds of merchandise—items that are available for immediate sale and items on display that will be ordered upon request. If you are buying an item the store keeps in stock, ask if it will be physically set apart from the other merchandise when you begin payments. For example, some stores may have a separate area or section of their stockroom where they store merchandise being purchased on lay-away. If the item you want must be ordered, ask the sales clerk if the item will be ordered in advance so it will be available to you when you make your final payment. This is especially important when you are ordering merchandise needed by a particular date. To ensure that you receive the exact item you are purchasing, ask the clerk to identify the merchandise in writing. For example, the merchandise could be described as—"One (1) blue 2-piece suit, Size 10, XYZ Manufacturer, Style No. 123." Many stores have a space on their sales receipt to identify the lay-away merchandise.

What Else Can You Do?

Remember, until you finish paying for the lay-away item, the retailer has your money and the merchandise. If the store goes bankrupt while you are still paying, your money and the merchandise may be lost. To help avoid this, and to find out if there are complaints against the store, check the store's reputation with your local Better Business Bureau or consumer protection agency before you buy merchandise on layaway. In addition, if you have not shopped in that store before, you might start out by purchasing a relatively inexpensive item on its lay-away plan.

Also, to avoid any confusion, keep good records of the payments you make on the lay-away merchandise. Then, when each installment is due, you will have a reminder of the payments made. These records may be useful later, if you have any disputes with the store.

What Laws Protect You?

There is no federal law that specifically governs lay-away plans. The Federal Trade Commission Act, however, makes illegal unfair or deceptive sales practices in or affecting commerce. There also may be state or local laws that cover lay-away purchases in your area. To find out about appropriate state or local laws, check with your state or local consumer protection agency or your local Better Business Bureau.

To inquire about possible violations of the Federal Trade Commission Act, write to the Division of Credit Practices, Federal Trade Commission, Washington, D.C. 20580. While the FTC cannot resolve individual disputes, the information you provide may indicate a pattern of practices requiring action by the Commission. UBC

Double-Breasted Vote

Continued from Page 4

3 Borski (D)	Yes
4 Kolter (D)	Yes
5 Schulze (R)	No
6 Yatron (D)	Yes
7 Edgar (D)	Yes
8 Kostmayer (D)	Yes
9 Shuster (R)	No
10 McDade (R)	Yes
11 Kanjorski (D)	Yes
12 Murtha (D)	Yes
13 Coughlin (R)	No
14 Coyne (D)	Yes
15 Ritter (R)	No
16 Walker (R)	No
17 Gekas (R)	No
18 Walgren (D)	Yes
19 Goodling (R)	No
20 Gaydos (D)	Yes
21 Ridge (R)	Yes
22 Murphy (D)	Yes
23 Clinger (R)	Yes

RHODE ISLAND

1 St Germain (D)	Yes
2 Schneider (R)	Yes

SOUTH CAROLINA

1 Hartnett (R)	No
2 Spence (R)	No
3 Derrick (D)	No
4 Campbell (R)	No
5 Spratt (D)	No
6 Tallon (D)	Yes

SOUTH DAKOTA

AL Daschle (D)	Yes

TENNESSEE

1 Quillen (R)	No
2 Duncan (R)	No
3 Lloyd (D)	NV
4 Cooper (D)	No
5 Boner (D)	Yes
6 Gordon (D)	Yes
7 Sundquist (R)	No
8 Jones E. (D)	NV
9 Ford H. (D)	Yes

TEXAS

1 Hall S. (D)	Yes
1 Chapman (D)	Yes
2 Wilson (D)	Yes
3 Bartlett (R)	No
4 Hall R. (D)	No
5 Bryant (D)	Yes
6 Barton (R)	No
7 Archer (R)	No
8 Fields (R)	No
9 Brooks (D)	Yes
10 Pickle (D)	Yes
11 Leath (D)	No
12 Wright (D)	Yes
13 Boulter (R)	No
14 Sweeney (R)	No
15 De la Garza (D)	Yes
16 Coleman R. (D)	Yes
17 Stenholm (D)	No
18 Leland (D)	Yes
19 Combest (R)	No
20 Gonzalez (D)	Yes
21 Loeffler (R)	No
22 DeLay (R)	No
23 Bustamante (D)	Yes
24 Frost (D)	Yes
25 Andrews M. (D)	Yes
26 Armey (R)	No
27 Ortiz (D)	Yes

UTAH

1 Hansen J. (R)	No
2 Monson (R)	No
3 Nielson (R)	No

VERMONT

AL Jeffords (R)	No

VIRGINIA

1 Bateman (R)	No
2 Whitehurst (R)	NV
3 Bliley (R)	No
4 Sisisky (D)	Yes
5 Daniel (D)	No
6 Olin (D)	No
7 Slaughter (R)	No
8 Parris (R)	NV
9 Boucher (D)	Yes
10 Wolf (R)	No

WASHINGTON

1 Miller J. (R)	Yes
2 Swift (D)	Yes
3 Bonker (D)	Yes
4 Morrison S. (R)	No
5 Foley (D)	Yes
6 Dicks (D)	Yes
7 Lowry (D)	Yes
8 Chandler (R)	No

WEST VIRGINIA

1 Mollohan (D)	Yes
2 Staggers (D)	Yes
3 Wise (D)	Yes
4 Rahall (D)	Yes

WISCONSIN

1 Aspin (D)	Yes
2 Kastenmeier (D)	Yes
3 Gunderson (R)	No
4 Kleczka (D)	Yes
5 Moody (D)	Yes
6 Petri (R)	No
7 Obey (D)	Yes
8 Roth (R)	No
9 Sensenbrenner (R)	No

WYOMING

AL Cheney (R)	No

Open-shop Contractors Fail to Stop Saturn Auto Plant Project Agreement

The National Labor Relations Board regional director in Memphis, Tenn., recently threw out a complaint by the non-union Associated Builders and Contractors accusing the AFL-CIO Building and Construction Trades Department and the Morrison-Knudsen Co. of unfair labor practices in the agreement for construction of General Motors Corp.'s Saturn production plant.

As things now stand, General Motors can go ahead with its plans for the huge auto manufacturing facility with the knowledge that all plant structures will be built by skilled union craftsmen. The United Brotherhood expects many union carpenters, millwrights, pile drivers, and others to be employed not only on the main plant facility but on "spin off" projects adjacent to the Tennessee complex.

NLRB Regional Director Gerald P. Fleischut rejected the ABC's claims of labor law violations by the BCTD and the Idaho-based builder and ruled that further proceedings are "not warranted." The NLRB general counsel in Washington recommended dismissal of the complaint.

Morrison-Knudsen was selected by General Motors to oversee construction at the $3.5 billion Saturn plant in Spring Hill, Tenn. The contractor then negotiated a project agreement with the BCTD that will require contractors and subcontractors to hire workers through a union hiring hall, follow union work rules, contribute to health and benefit funds, and sign the agreement.

The non-union contractors group objected to these provisions and filed a complaint with the NLRB, contending that they were illegal.

The ABC insisted that even though Morrison-Knudsen was named construction manager by Saturn, the company technically was not a "construction employer" and had "illegally entered into a pre-hire agreement."

But Fleischut did not agree, ruling that Morrison-Knudsen clearly was in fact the construction employer and was thereby entitled under federal labor law to enter into a pre-hire agreement.

Morrison-Knudsen's role on the construction project "is more than sufficient to invoke the protection of the construction industry provision," Fleischut said, terming the project agreement between the BCTD and Morrison-Knudsen valid and legal.

The company is a "major general contractor with construction contracts throughout the United States," Fleischut said.

BCTD President Robert A. Georgine said he was "delighted" with the decision and called the ABC suit "purely a publicity and political move in line with their usual practices."

Fleischut said that while it appeared that "Saturn made the decision that the Spring Hill facility would be constructed pursuant to a project agreement, and Saturn has the final authority as to which contractors will actually be awarded the project bids . . . Morrison-Knudsen and not Saturn is the signatory to the project agreement."

Still pending before the NLRB are unfair labor practice charges brought by the National Right to Work Legal Defense Foundation against Saturn and the Auto Workers. The "right-to-work" group claims that an agreement between Saturn and the UAW covering plant operations is illegal because it gives the UAW recognition and representation rights.

Industrial Conference

Continued from Page 11

Sen. Howard Metzenbaum (D-Ohio) threw his support behind labor's efforts to reverse the trade imbalance, insisting that if America isn't allowed to sell its products in countries like Japan, Korea, and Taiwan, "they shouldn't be able to sell their autos in the United States."

He urged delegates to "go back to the trenches" and let members of Congress know that "if they don't support you" on trade and related issues, "you will go out and defeat them" in November.

Rep. Frank J. Guarini (D-N.J.) called for a "well-defined, assertive U.S. trade policy" that will protect the best interests of workers and their industries. "We must be firm, tough, and resolute" in international trade, he said.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Club 13's All Aboard

Retirees' Club 13 of Salinas, Calif., has a calendar full of activities to keep its members busy. In January they hopped aboard Amtrak's California Zephyr in Oakland, Calif., and headed for Reno, Nev., enjoying the scenic beauty of the snow-capped Sierras on the way. Next trip on their agenda is a mini-cruise to the San Francisco delta region.

Not all of the club's activities take them on the road. At Christmastide there was a party at the local union hall, and word has it that the group will host four socials this year.

But even with all these plans, Warren E. Tietz, a member of the club, reports a difficulty in attracting new members. He asked if, perhaps, some of our readers have some innovative recruiting ideas to share. You can contact Brother Tietz directly at: Retirees' Club 13, Carpenters' Local 925, 422 North Main Street, Salinas, CA 93901, or write to us here at *Carpenter* and we'll share them with all 58 clubs.

Chicago Club Elects Officers

Chicago Heights Retirees Club 40 elected new officers recently. They were installed by William Cook, the executive vice president of the Chicago and Northeast Illinois District Council, before enjoying a potluck supper with other club members.

Pictured, from left, are new officers Frank Shampine, trustee; Doris Farmer, vice president; Vice President Cook; Robert Sweeten, president; and Carmen Sweeten, secretary. Not pictured are James Adams, treasurer; Vincent Ramacci, trustee; and Thomas Sapienza, trustee.

Scranton Retirees Honored

The retirees of Local 261, Scranton, Pa., gathered at a Christmas party held in their honor. Pictured, front row, from left, are Art Schmidt, John Eilhardt, Fred Bower, Fred Schimelfenig Jr., Local 261 business representative; Paul Bisciaio, Anthony Wysocki, and Wellington Brown Sr. Back row, from left, are Charles Pumilia, Patrick Armen, Robert Behlke, James Vaughan, Clarence Decker, William Shutkufski, Ray Odgers, Frank Shutkufski, Dave Kellam, John Rutkauskas, Harry Weisel, Joseph Motell, and John Stets.

Five New Clubs Chartered

Retirees' clubs are springing up all over. We've issued charters to five new clubs, from New Jersey to Texas, in the past few months.

Club No. 54, with 24 charter members, elected Johnny H. Walsh president. You can reach him at 15003 Monrad Dr., Houston, TX 77053.

Club No. 55 was founded with 36 members. President James. Lokofsky can be reached at P.O. Box 11123, Trenton, NJ 08620.

Club No. 56, counted 13 initial members and elected Harold Devine president. He's at 548 High St., Warren, OH 44483.

Club No. 57 had 16 founding members. President Michael Kessler can be contacted at Box 281, Media, PA 19063.

Club No. 58 was chartered with 13 members. President Edward Murawski is at 803 Illinois St., Lemont, IL 60439.

If there are seven or more readers who want to form a retiree's club, let us know! Or if you want to join an already existing club, but don't know where to go, tell us! We want all our retired members and spouses to be a part of the activity.

For more information or to start a club write: General Secretary John S. Rogers, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

●

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MADE IN USA at one time didn't necessarily mean MADE IN USA. In the 1930s, Japan renamed one of its islands "Usa" so that it could stamp its products "Made in Usa." At that time, Japanese-made products were regarded as shoddy and this was their way to dispel derogatory publicity.

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BLACK AND WHITE

A carpenter and a millwright each owned a horse. But they could not remember which horse belonged to whom. So they cut off the mane of one—but it grew back. Then they cut off the tail—but it grew back. They did not know what to do. Finally, in desperation they found their answer. They measured the two horses and found the black horse was four inches taller than the white horse.

—*Boys' Life*

ATTEND LOCAL MEETINGS

TO THE LAST DROP

Did you hear about the boozer who saw a sign reading; "Drink Canada Dry." The next day he went to Canada.

"Nancy's Nonsense"

BUY UNION * SAVE JOBS

SMART WIFE

As the average man looks around at the husbands of other women, he recognizes that his wife was a pretty good judge of brains, personality, and character after all.

WRONG SIDE OUT

A couple of non-union carpenters were putting siding on a house. One was nailing while the other was holding the boards in place. About every third nail, the fellow with the hammer would take a look at the nail he pulled out of his pouch, toss it over his shoulder, and pick out another nail.

"Why are you doing that?" asked the other scab.

"The head's on the wrong end!" was the reply.

"Don't be stupid! Don't throw them away! We'll use them on the other side of the house!" the other jackleg responded.

—*Tim Keagy*

BOYCOTT L-P PRODUCTS

HER REASON

"When you married me you promised to love, honor and obey."

"Well, I didn't want to start an argument in front of all those people."

BE AN ACTIVE MEMBER

PLANE FACTS

A apprentice took a plane to visit his cousin. The flight took less time than the drive from the airport to the cousin's house downtown.

"Why is the airport so far from town?" the apprentice asked.

"Because," answered his smart-aleck cousin, "they wanted it out there where all the planes land!"

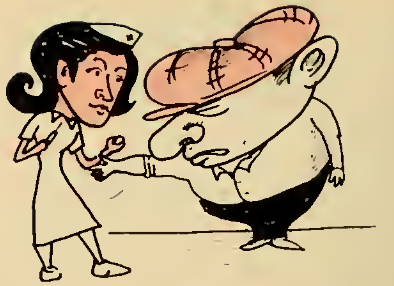
—*Boys' Life*

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

THIS MONTHS LIMERICK

There was a young man from Perth
Who was born on the date of his
birth
He was wed, so they say
On his wife's wedding day
And died on his last day on earth.

Tim Stevens
Sault Ste. Marie
Ont., Can.



PROGNOSIS GOOD

A man walked into a doctor's waiting room and when the receptionist asked him what he had he said, "Shingles."

She took his name, address, and medical insurance information and asked him to have a seat.

A nurse's aide called him into the office and asked what he had. Once again he said "Shingles."

She took his weight, height, and complete medical history and led him to the examining room.

"What do you have?" asked the nurse who joined him. He said, "Shingles."

So she took a blood test, an electrocardiogram, checked his blood pressure, and told him to take off his clothes.

The doctor came in, looked at him and asked what he had. He said, "Shingles."

"Where?" asked the obviously puzzled doctor.

"Outside in the truck," replied the man. "Where do you want them?"

—*Robert Gisler*
Modesto, Calif.

SUPPORT 'TURNAROUND'

REFUND ROUTINE

Unhappy man—Here, you can just take this stuff back and refund my money. It won't work.

Druggist—What in the world are you talking about?

Man—I'm talking about this vanishing cream. I rubbed it all over my wife's mouth, but it's still there.

ADOPT A LUMBER COMPANY

RING YOUR OWN BELL

The small boy was looking at photographs of his parent's wedding in an album. His father described the ceremony and tried to explain its meaning.

"Oh!" the child exclaimed, "Is that when you got Mommy to come and work for us?"

Organizing Encourages Membership

Continued from Page 10

During the last year, Wal-Mart has kicked off an extensive public relations campaign with a "Buy American" theme. It is curious that only after amassing a $2.8 billion personal wealth and surging toward the top of the discount department store industry, has Sam Walton begun championing the "Buy American" issue.

Looking Ahead

It is extremely important for those of us in construction to look ahead to our future needs and problems. Currently, we are facing skilled craft shortages in the residential construction industry in certain areas of the Midwest, South, and Atlantic Coast. Special attention needs to be refocused on apprenticeship and training, the active recruitment of minorities and female workers, and the effects of current and future legislation.

Many economists and political theorists forecast that our North American workforce in the coming decades will be sorely lacking, particularly in certain skilled labor classifications. By allowing our superior and long-standing apprenticeship process to weaken (even in the face of dramatic work losses) through our own short-sightedness, we are essentially nailing down our own coffin lid. It does little good in discussing organizing to ignore one of the essentials that has made us strong: apprenticeship and training. No non-union firm or association has come close to matching our expertise and effectiveness in this area, but this is not to say that our system couldn't be replaced. We need to put our energies into improving and expanding our training facilities and programs so that we can meet the future head on.

We have made good progress in our day-to-day battle with the forces that would have us back in the sweat-shop era. Yet, there is no question that conditions are gradually worsening. The Organizing Department in the General Office stands ready to assist its affiliates in any possible way to organize and return this organization to its position of former strength. UBC

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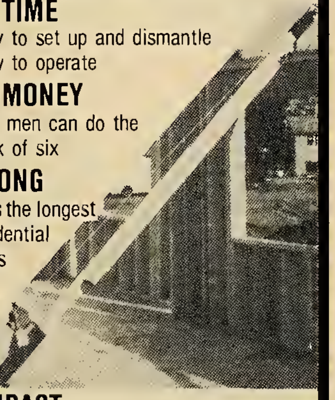

CREATIVITY

The Heart of Organizing

Successful union organizing is an art. It requires the implementation of as many tactics as an organizing staff can muster. Oftentimes, one good idea can be the determining factor between perceived success or failure. The good organizer is always experimenting. If you are not making mistakes, you're not trying hard enough.

We have emphasized the necessity of working closely with fair contractors to improve their competitive position in the marketplace. But let's not forget the value of good, old-fashioned, militant public organizing pressure on the "rat" contractor. Only by supporting fair employers who provide decent wages, benefits, and conditions and, at **the same time,** aggressively targeting employers who exploit workers can we expect to improve employment opportunities for our members.

KNOW
YOUR RAT
CONTRACTOR
COLUMBUS BUILDING & CONSTRUCTION TRADES COUNCIL

One good example was recently sent to the Organizing Department by Marion, Ohio, Local 976 Business Agent Jack Noggle. The Columbus Building and Construction Trades Council determined to make an example of the Setterlin Company, a former union employer who had "busted" the Trades in the previous contract negotiations. The Trades initiated a billboard advertising campaign publicizing Setterlin's newly acquired anti-union status. (See photo.)

In addition, Noggle reports, the Trades had an enormous rat costume made-up (for about $250) to further dramatize "the true nature" of Setterlin's operations. The Rat was then seen passing out leaflets (even gifts) at Setterlin's jobsites, bank, supermarket, church, and home. The leaflets read: "This is where 'Ralphie The Rat' banks . . ."; "This is where 'Ralphie' buys his cheese . . ."; etc.

The novelty of this idea caught the attention of "Sergeant Bob," Columbus AM radio WTVN's traffic-monitoring-helicopter reporter. Much to the delight of "Ralphie's" opposition, each morning from atop Columbus, Sergeant Bob announced the location of The Rat.

The concept was so successful in deterring the growth of the open-shop movement in Columbus that the Trades had three more Rat costumes made. They began taking on additional targets and passing out miniature plastic rats at a shopping mall where one rat contractor was involved in a remodeling project. Kids loved it, and parents got the message. A suit filed by the shopping mall owner was dismissed by a local judge, according to local tradesmen.

The theme was expanded even further when recently the Trades rented some 33 billboards throughout the city of Columbus in order to publicize the actions of various rat contractors. Several billboards were chosen in key locations directly adjacent to non-union contractors' jobsites. An attempt by one rat contractor to purchase the billboards was rejected by the sign company's owner.

Needless to say, these aggressive tactics have achieved a major victory in terms of the morale of local building tradesmen. They have also proven to be a strong deterrent for marginal union contractors who had been seriously considering going non-union.

Novel ideas and organizing tactics which have proven successful in your area are welcomed in the Organizing Department. It is important for us to share information of our victories in order to see that these successes spread.

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

QUEENS VILLAGE, N.Y.

At the recent quarterly meeting of Local 348, pins were awarded to members with 25, 35, and 50 years of service to the Brotherhood.

Picture No. 1 shows 25-year members, from left: Oswald Leichert, Charles Goodwin, Anthony Lucas, Fred Lindeborg, Arthur Boucher, Charles Andrade, Joe Moehrer, President Ray Schaefer, Ward Thorsen, Anthony Gianni, and Manuel Formoso.

Picture No. 2 shows 35-year members, from left: William Jorgensen, Bill Neidhart, Business Representative Rudy Houdek, Edwin Braun, Arnold Anderson, Dan Baccari, Anthony Prisco, William Langille, Joseph Varrone, George Nobles, and Donald Morck.

Picture No. 3 shows 50-year members, from left: Mario Russo, Gustav Babrielsen, Everett Cairns, Bjorn Bjornsen, Ray Elliot, Joe Petrin, William Scerbe, and Business Manager George Albert.

Queens Village, N.Y.—Picture No. 1

Queens Village, N.Y.—Picture No. 2

Queens Village, N.Y.—Picture No. 3

Lakeland, Fla.—Picture No. 1

Lakeland, Fla.—Picture No. 2

Lakeland, Fla.—Picture No. 3

Lakeland, Fla.—Picture No. 4

Lakeland, Fla.—Picture No. 5

LAKELAND, FLA.

Local 2217 recently held a special call meeting for Pin Presentation 1985 awards.

Picture No. 1 shows 20-year members, from left: James Haynes, Woodrow Lovell, David MacDonald, C. V. Moore, William G. Pierson, and John Porter.

Picture No. 2 shows 25-year members, from left: Winfred Barfield, Calvert Dye, Eugene Frasier, Eldine Smith, and Jamie George.

Picture No. 3 shows 30-year members, from left: Joe Avery, Johnnie Driggers Jr., Eddie S. Jones, Elmer Jones, William C. King, Henry Koesterer, and Lonnie L. Whitaker.

Picture No. 4 shows 35-year members, from left: Francis Dawson and Robert Sabo.

Picture No. 5 shows 40-year member Lewis Smith.

Picture No. 6 shows 50-year member A. J. Alvey.

Picture No. 6

Honored but not pictured were: **20-year members** Nathan Allen, Louis Buxton, John L. Headley, Joseph Johnson, Aubrey Lynn, James Marlow, Asa Mullis, Jim Stone, Benton West, Robert Williams, and George Willis; **25-year members** Gary Fewox, Jack Keener, James Prickett, and Ralph Waller; **30-year members** James Caldwell Sr., Harold Cook, Oliver Daniels, John Hedrick, Francis Hommel, William Horn, Thomas Macklin, and Robert White; **35-year members** A. K. Hughes, Wyatt Godfrey, and Linton Moore; **40-year member** Wilbert A. Schramm; and **45-year member** Homer Routt.

HIP THROUGH APPR

Tulsa, Okla.—Picture No. 1

NS THROUGH RI

Tulsa, Okla.—Picture No. 2

NSHIP THROUGH APP

Tulsa, Okla.—Picture No. 3

TULSA, OKLA.

Local 943 recently held its annual pin presentation ceremony, honoring 87 members with over 2800 years combined service. The keynote speaker Mike Nobles spoke against the so-called "right-to-work" law. Special guests in attendance were General Representative Bud Sharp and District Representatives Mike Lawter and Jack Kelly.

Picture No. 1 shows 20-year members, from left: Clarence Smith, Irvin Williams, and Edward Chrisman.

Picture No. 2 shows 25-year members, from left: Carol Johnson and Ted Hall.

Picture No. 3 shows 30-year members, from left: John Campbell, James Wallace, and LeRoy Coursey.

Picture No. 4

Picture No. 4 shows 35-year member Cliff Parker.

Picture No. 5 shows 35-year members, from left: Raymond Sherrill, John Janzen, and Willbur Turner.

Picture No. 6 shows 40-year members, from left: N. B. Soerries and Orville Cauins.

Picture No. 7 shows 45-year members, from left: V. J. Sharon, Grant Wilson, and Clarence Schultze.

Those not available for pictures receiving honors were **20-year members** Floyd Beaver, Homer Clouse, Charles Dalrymple, Robert Hahn, Thomas Hawley, Eugene Lee, A. A. King, Frank Watkins, O. W. Thompson, Robert Speir, Harold Smith, Bill McDaniel, James Matthews, Robert Pinkstaff, Wayne Routson, Jim Richardson, and Louis Price; **25-year members** Bobbie Vanderford, Alden Bell, Louis Brinlee, Lawrence Bruce, Ferman Butler, Arthur Leggens, Raymond Merciez, Orville Rill, Wesley Shoemaker, and John Stephens; **30-year members** Lester Massey, Arthur Nice, Joseph Reese, Raymond Goins, William Hann, Jimmy Hendrix, David Beem, Don Briggs, William Corser, Everett Willard, Jerry Williams, and Wayman Westcott; **35-year members** Leonard Roach, William Ledlow, J. D. Amos, Andy Cookson, Zack Collins, Bob Casey, Lyle Thomlinson, Ronald Miller, and Melvin Roberts; **40-year members** L. R. Tyree, Homer Sharpton, Robert Spessard, Ralph Hancock, William Lile, A. C. Hopkins, and Jimmy Cornelius; **45-year members** Fred Ansiel, Paul Sheline, John Sylvester, Earl Lutz, O. A. Rinnert, Morris Rife, H. H. Wells, Walter Willard, Eldon Woods, and Eldon Woodfin; **50-year members** Lyle Gwin and Charles Lander, and **65-year members** O. M. Loflin and Elbert Preston.

AFTMANSHIP THROUGH APP

Tulsa, Okla.—Picture No. 5

ANSHIP THROUGH AP

Tulsa, Okla.—Picture No. 6

TMANSHIP THROUGH APPRENTICES

Tulsa, Okla.—Picture No. 7

MANHATTAN, KANS.

At a recent meeting, Local 918 members were presented service pins for longstanding service.

Pictured, front row, from left, are: Leo Ellenbecker, 25 years; and Richard Silva, 25 years.

Back row, from left: Terry Pittman, 10 years; Mike Langley, 5 years; Lovalle Bradley, 10 years; and Glenn Stockwell, 25 years.

Honored but not pictured were: **20-year members** Steve Elmore and Norman Lohse; **25-year members** Joe Ellenbecker and Leonard Pittman; **30-year member** Archie Inskeep; **35-year members** Foy Cody, Imon Jones, Joe McNair, and Earl Sibert; **40-year member** Fred Childers; **45-year members** Albert Baber, Leon Cairns, Eugene Hindman, Charles Karman, and Harry McCluskey.

Manhattan, Kans.

Anchorage, Alaska

ANCHORAGE, ALASKA

At a special call meeting of Local 1281, members were presented with pins to commemorate their longstanding service.

Pictured are, front row, from left: Bill D. Ross, 25 years; Werner Staaf, 25 years; Christian Beckles, 30 years; Harold Aldrich, 35 years; Dean Corder, 35 years; Lutz Gericke, 25 years; and Delano Kallenberger, 25 years.

Back row, from left: Ted Sidor, 30 years; Grady Ward, 35 years; A. A. Tegtmeier, 30 years; Gerald Mesenhimer, 30 years; Paul Sauer, 35 years; Charlie Handy, 35 years; and Doug Steward, 30 years.

Members receiving pins but not present for photos were **25-year members** Ted Adamy, Jack Allen, John Burke, Ivan Gallyer, Ed Hally, Al Hobbs, Stephen Kissee, Lester Page, Maurice J. Pepera, Mancel Postlewait, Cecil Premus, Tom Ravithis, William Shira, John Weatherly, Walter West, and Patrick Whalen; **30-year members** Cecil Burk, Orland Christensen, Glenn L. Colpitts, Peter Halverson, Stig Hoffman, Harold Jurgensen, Magne Kalhovde, Patrick Kiernan, Roger Lausterer, Elmer A. Richardson, Donald E. Rogers, Guy Rupright, Walter Seals, Clyle Simons, and James Winkle; **35-year members** Edward W. Ables, William Brotherston, Gordon Cooley, George B. Frederickson, Clarence Jalverson, Eric M. Harding, Earl E. Larson, Ernest R. Matz, Richard H. Nichols, Theron Saunders, Allerton Willis, and Thaddius Ziemlak; **40-year members** Wallace Keiner and Sid Larmer; and **45-year members** Bertil C. Brandstrom, D. D. Clover, Harold Curtis, Johnny Schaefer, and Eugene Westover.

El Monte, Calif.—Picture No. 1

El Monte, Calif.—Picture No. 2

El Monte, Calif.—Picture No. 3

El Monte, Calif.—Picture No. 4

El Monte, Calif.—Picture No. 5

El Monte, Calif.—Picture No. 6

El Monte, Calif.—Picture No. 7

EL MONTE, CALIF.

A recent 50th anniversary celebration enjoyed by Local 1507 included service pin awards and the presentation of the Bent Nail Award, an award to give recognition to those in the UBC who have made sizable contributions the union and to mankind, to Gunnar "Benny" Benonys, Local 36, Oakland, Calif.

Picture No. 1 shows Benonys, second from left, receiving the Bent Nail Award from William A. Bennett, financial secretary-treasurer and business rep., left; George Williams, business rep., second from right; and Richard L. Green, recording secretary and business representative, right.

Picture No. 2 shows Carl W. Broome, 50-year member, right, with President Walter W. Bond.

Picture No. 3 shows Richard Crane, 45 year member, right, with President Bond.

Picture No. 4 shows 40-year members Vincent Avelar, left, and Herman Bodtke.

Picture No. 5 shows 35-year members, front row, from left: Business Rep. Williams, President Bond, Russell Dodd, Frank Walsh, Emerson Lutes, Edgar TarBush, Juan Moya, Recording Sec. Green, and Financial Sec. Bennett.

Back row, from left: Olis Miller, O. C. Kruse, Paul Frazier, Lloyd Gehre, Joseph Gibbs, Ernest O. Heck, Pasquale Liguori, Lloyd D. Scott, and James King.

Picture No. 6 shows 30-year members, front row, from left: President Bond, Frank Parades, Edward Dwyer, Raymond Green, John Friesen, Robert Britt, Recording Sec. Green; and Business Rep. Williams.

Back row, from left: Sherman Walgreen, Ralph Gettler, Frolester Long, Kenneth Spencer, Orvill Kniep, Vic Voss, Fin. Sec. Bennett.

Picture No. 7 shows 25-year members, front row from left: Financial Sec. Bennett, kneeling; Business Rep. Williams; James Tubb Sr.; Walter W. Bond; Paul Long; Doyle Whalen; and Recording Sec. Green.

Back row, from left: Gary Taylor, Emigdio Frias, Stan Kasianovitz and George Nolan.

IN MEMORIAM

The following list of 771 deceased members and spouses represents a total of $1,277,665.61 death claims paid in March 1986, (s) following name in listing indicates spouse of members

Local Union, City

3 **Wheeling, WV**—John Kocara, Riley Bonnell.
5 **St. Louis, MO**—Anna A. Pieper (s), Timothy T. Henry.
7 **Minneapolis, MN**—Adolph Winkler, Arthur Koetz, Donald L. Nims, Karel Holub, Lyle S. Kelsey, Miriam L. Buranen (s), Robert L. Rong, Selmer Vick, Victor Bill.
10 **Chicago, IL**—William J. Gorman, Willie J. Little.
12 **Syracuse, NY**—Edward T. Shea
13 **Chicago, IL**—Arthur V. Jones, Edward W. Vigiletti.
14 **San Antonio, TX**—Charles J. Cherry, Gerrett L. Perido, Velma J. Jackson (s).
15 **Hackensack, NJ**—Florence M Hartenstein (s), George Vandenberg.
18 **Hamilton, Ont. CAN**—Harold Nixon.
20 **New York, NY**—Robert Darcangelo.
22 **San Francisco, CA**—James L. Clark. John Giordano, Joseph Peter.
24 **Central Connecticut**—Dennis Huot. Joseph M. Smith, Mary Gleason (s), Noble Allen. Rosemarie Healy (s).
25 **Los Angeles, CA**—Wincie J. C. DeBaca (s).
28 **Missoula, MT**—Maxine E. Peterson (s).
30 **New London, CT**—Elizabeth Mortensen (s), Frederick Carl Weisse. Robert H. Wood.
31 **Trenton, NJ**—Elizabeth Miller (s), John K. Cody, Mary M. Szolomayer (s), Richard A. Smith.
34 **Oakland, CA**—Hobart Ellsworth Snapp, Virginia I. Bygum (s), Walter R. Mooney.
35 **San Rafael, CA**—Robert F. Harrington.
36 **Oakland, CA**—Fred Alvin Tate, Henrietta E. Holtschlag (s).
40 **Boston, MA**—Anna M. Johnson (s).
42 **San Francisco, CA**—Fred J. Nicolaus.
43 **Hartford, CT**—Alger Johnson, Dolores Simard (s), Edward Baj, Peter Paul Solak, Rudolph McCorkle.
46 **S. Ste. Marie, MI**—Clinton, W. Clegg, Sr., Dorothy M. Norton (s).
47 **St. Louis, MO**—Hazel E. Vohsen (s), Walter Lichius, William E. Crouch.
48 **Fitchburg, MA**—Clito Piermarini, George Kalinen.
50 **Knoxville, TN**—David Boyd, Herbert K. Pelfrey, Omer Coker.
51 **Boston, MA**—Leon G. Pannier.
53 **White Plains, NY**—Joseph Kutch
54 **Chicago, IL**—Robert G. Mason, Sr.
55 **Denver, CO**—C. Hubert Harris, Lula Frances Peterson (s), William A. Knox.
58 **Chicago, IL**—Alex Nelson, James Ronga, Joseph Brunelli, Lillian L. Takala (s), Ralph W. Travis.
61 **Kansas City, MO**—Everett G. West, Leonard Williams, Marius T. Andersen, Mary J. Miller (s).
62 **Chicago, IL**—Gilbert Cox.
64 **Louisville, KY**—Lawrence A. Sapp.
66 **Olean, NY**—Ellsworth Wilson, Walter Bergquist.
67 **Boston, MA**—Charles F. Kilroy, Karl Richt, Michael J. Noone.
71 **Fort Smith, AK**—Dwight Haga.
73 **St. Louis, MO**—James T. Holdsworth, Louise Rice (s), Michael Wayne Dale, Robert Phillips, William L. Martin.
74 **Chattanooga, TN**—Joseph P. Roe.
76 **Hazelton, PA**—William O. Tempest.
77 **Port Chester, NY**—Yrjo Nenonen.
80 **Chicago, IL**—Arvids Sumanis, Edward C. Enerson, Eric J. Slavinskas, Grace Dewbrey (s), William J. Gorkowicz.
81 **Erie, PA**—Harold Brown.
83 **Halifax, N.S., CAN**—Thomas Kelley.
87 **St. Paul, MN**—Howard J. Crotty, Lawrence Peterson, Lawrence Thompson, Paul J. Sorenson, Sidney Swanson, William Denzer.
89 **Mobile, AL**—Jessie C. Richburg.
94 **Providence, RI**—Roger Kirchner, Thomas Bailey.
98 **Spokane, WA**—Lawrence J. Goerz, Lester W. Chandler.
100 **Muskegon, MI**—Joseph Rutowski
101 **Baltimore, MD**—Alonzo C. Murphy, Anthony Petersam, Ernest N. Webb, Glyde B. Gentry, Jesse S. Hance, John H. Cunningham, Joseph Tritto, Stanley Place, Vernon Kline, William G. Miller, William T. Ayres.
102 **Oakland, CA**—Dale K. Haney, Marvin Bell.
103 **Birmingham, AL**—William A. Tidwell.
105 **Cleveland, OH**—Oscar Peterson, Victoria Dix (s).
106 **Des Moines, IA**—Donald W. Diehl.
108 **Springfield, MA**—Leonard H. Morin.
114 **East Detroit, MI**—Catherine F. King (s), Cecil Bond, Emil Thoel, Hilory Early, John Boots, John Mosser, Rene Baron.
118 **Detroit, MI**—Elmer Jenks, Marie Green (s), Mary Kopcik (s), Saima Irene Kilpela (s).
121 **Vineland, NJ**—Stephen C. Young.
124 **Passaic, NJ**—William Lesko.
131 **Seattle, WA**—Emily Broughton (s), Gede Frank Meditz, Helen A. Goodard (s), Walter F. Teske.
132 **Washington, DC**—James G. Davis, Marian B. Willoughby (s).
141 **Chicago, IL**—Emil A. Enander, Peter Conrad Nelson.
142 **Pittsburgh, PA**—Carl Bergman, Fred G. Bohn, Rocco Satriano, Thomas H. Weikel.

Local Union, City

149 **Tarrytown, NY**—James Moran, Margaret A. Wynant (s).
165 **Pittsburgh, PA**—Eleanor Lopresti (s).
166 **Rock Island, IL**—Francis Thomas.
169 **East St. Louis, IL**—Adolph Volkmann, Jr., David Kenneth Rank, Leo H. Tonies.
171 **Youngstown, OH**—Stanley Helminiak.
182 **Cleveland, OH**—Henry C. Burkholder, John Schmoll, Raymond J. Kivimaki.
183 **Peoria, IL**—Harry S. Nelson, Martin L. Swanson, Melvin King, Thomas D. Cowen.
184 **Salt Lake City, UT**—Gilbert W. Wightman, Harry Leesman, Lula Lina Oja Garrard (s).
186 **Steubenville, OH**—Harold R. Barnes.
187 **Geneva, NY**—Clifford Simmons, Harold Dibble.
188 **Yonkers, NY**—Patrick Kilduff, Reginald Wocher.
195 **Peru, IL**—Elizabeth L. Bowie (s).
198 **Dallas, TX**—Carl R. Murrell, Leland C. Priewe, Leo C. Barton, Willie Ray Moulton.
199 **Chicago, IL**—Elizabeth D. O'Neill (s), Jeanette C. Wesolowski (s), John Joseph Kary.
200 **Columbus, OH**—Carl J. Feil, Charles E. Hill, Jr., Roy E. Parkinson.
202 **Gulfport, MS**—Barbara M. Barnett (s), Curtis C. Conerly.
203 **Poughkeepsie, NY**—Hiram Philips.
204 **Merrill, WI**—Bernard B. Barry.
206 **Newcastle, PA**—Eileen Smolnik (s).
210 **Stamford, CT**—George Punzelt, Jolan Margaret Fodor (s), Lillian F. Johnson (s), Marcello Lisi, Roy T. Lindberg, William J. Masilotti, Jr.
211 **Pittsburgh, PA**—Frank J. Smith, William E. Emrick.
213 **Houston, TX**—Corene Pratt (s), James W. Myers, Jewel R. Bryan, William B. McKnight.
218 **Boston, MA**—Lorne K. MacCallum.
222 **Washington, IN**—James H. McGavic.
223 **Nashville, TN**—Dennis Baird, Ernest L. Woodside, Will Jack Wills.
225 **Atlanta, GA**—Arvel K. Palmer, Gladys Irene Bowden (s), Herbert W. Rainey, James L. Presley, Martha Elizabeth Wofford (s), Noel Guy Parr.
230 **Pittsburgh, PA**—Evelyn F. Platts (s), Kenneth W. Withers.
235 **Riverside, CA**—James A. Taylor.
242 **Chicago, IL**—Frank Klopschek, Fred Johnson.
244 **Grand Jct., CO**—Paul J. Hammond.
246 **New York, NY**—Kurt Paul Werner Oesterheld, Richard Ott, Theodor Seiz.
247 **Portland, OR**—Andrew Espey Crozier.
249 **Kingston, Ont., CAN**—Murray McMahon.
250 **Waukegan, IL**—Charles A. Hutchinson, George John Stefanchik, Iver H. Olsen.
256 **Savannah, GA**—Chester B. Wilson.
257 **New York, NY**—Edith Johanson (s), Ivar V. Swansson.
262 **San Jose, CA**—Robert A. Henry.
264 **Milwaukee, WI**—John Kovats.
265 **Saugerties, NY**—Leo Burns.
267 **Dresden, OH**—Haskel F. Pryor, Perry J. Bickel.
269 **Danville, IL**—Wilber G. Hiatt.
272 **Chicago Hgt., IL**—Vladas Rutkus.
275 **Newton, MA**—Frank C. Brown.
283 **Augusta, GA**—Lyndel Clyde Miller, Mack M. Norris.
286 **Great Falls, MT**—Merle Westerhouse (s).
287 **Harrisburg, PA**—Glenn M. Beam, John Cascarino, Mary Rishar (s).
311 **Joplin, MO**—Thomas M. Hopkins.
314 **Madison, WI**—Edwin Moely.
316 **San Jose, CA**—Charles W. Jones, Dorman E. Toms, Harry W. Show, James D. Brown, Lewis Elam, Maryjane Elizabeth Sargent (s), Peter Leal, William Lydon.
329 **Oklahoma City, OK**—Clarence L. Fruit, Robert S. Brown.
334 **Saginaw, MI**—Donald W. Gray, John Martin Gudritz.
335 **Grand Rapids, MI**—Herman Lindhout.
338 **Seattle, WA**—Emil H. Ekloff.
340 **Hagerstown, MD**—Josephine Berkshire (s).
342 **Pawtucket, RI**—Oscar Cloutier.
343 **Winnipeg, Mani., CAN**—Joseph Riel.
345 **Memphis, TN**—James R. Green, Lillie Burns (s).
348 **New York, NY**—Andrew Andreasen, Geraldine Degrasse (s), John Rask.
354 **Gilroy, CA**—Linda C. Northcott (s).
359 **Philadelphia, PA**—Richard J. Carvell.
370 **Albany, NY**—Anthony C. Stanco.
374 **Buffalo, NY**—George Mislin.
388 **Richmond, YA**—Elmer Franklin Cary.
393 **Camden, NJ**—Albert B. Tricker, Jeanette Penney (s).
400 **Omaha, NE**—Forrest L. Jessen, Roy C. Sack.
403 **Alexandria, LA**—Jule Honna Rachal.
404 **Lake Co., OH**—Edwin G. Lahti.
422 **New Brighton, PA**—Jeanne A. Cooper (s).
424 **Hingham, MA**—George W. Snow.
434 **Chicago, IL**—Shirley Vanderjack (s).
437 **Portsmouth, OH**—Paul Morrison.
440 **Buffalo, NY**—Frederick R. Smith, Maxwell W. Lawton.

Local Union, City

452 **Yancouver, B.C., CAN**—Adolf Bartel, Leslie Giles, Ted Halldorson.
465 **Chester County, PA**—Leslie Gordon Weidel.
469 **Cheyenne, WY**—Dixie Olive Edith Melcher (s).
475 **Ashland, MA**—Kenneth C. Romkey, Norman A. Dearmond.
480 **Freeburg, IL**—Grace Gerling (s).
483 **San Francisco, CA**—Socorro Fonseca Vasquez (s).
496 **Kankakee, IL**—Donald Laverne McCoy, John R. Bukowski.
500 **Butler, PA**—Rufus Bowser.
514 **Wilkes Barre, PA**—Earl D. Hergert, Sr., Robert Gryczka.
522 **Durham, NC**—William V. Short.
535 **Norwood, MA**—Leo Stoddard.
538 **Concord, NH**—Edward J. Lachance.
557 **Bozeman, MT**—Leander Clarence Carpenter.
563 **Glendale, CA**—Clarence Leroy Barz, John E. Mauch.
579 **St. John, N.F., CAN**—Archibald Barrett, Jabez Hunter.
586 **Sacramento, CA**—Frank Brown, Fredrick Marvin Miller, George D. Askew, John Scott Paschal, Richard J. McFarland, Richard L. Crawford, William H. Phillips.
588 **Montezuma, IN**—Frederick J. Fonke.
599 **Hammond, IN**—Donnie Keaton, Wayne E. Pote.
600 **Lehigh Valley, PA**—David Farr, Howard D. Kline, Linda Berardinucci (s), Ruth K. Ferry (s).
602 **St. Louis, MO**—Helen Geers (s).
608 **New York, NY**—Melvin K. Devoe.
613 **Hampton Roads, VA**—James R. Morrison, William Cecil Roberson.
620 **Madison, NJ**—Samuel Jerome, Jr., Walter Frohlich.
624 **Brockton, MA**—Ralph Philbrick.
626 **Wilmington, DE**—James G. Kline.
627 **Jacksonville, FL**—Henry Dunn, Hume G. Lee, John E. Cross.
635 **Boise, ID**—Ethel H. Hamm (s), Kathleen R. Eldredge (s).
636 **Mt. Yernon, IL**—Paul J. Kingery, Walter C. Frailey.
639 **Akron, OH**—Patricia Ann Ewing (s), Wesley E. Kernen.
642 **Richmond, CA**—Margaret Johnson (s), Odessa C. Perkins (s), Ramon Vasquez.
644 **Pekin, IL**—Howard E. Groff.
665 **Amarillo, TX**—Johnnie Margie Darnell (s), Roy Hunnicutt, Velma Millet (s).
668 **Palo Alto, CA**—Adrian Persson, John E. Swilley, Lester L. Meyer.
694 **Boonville, IN**—Howard R. Hornback.
696 **Tampa, FL**—Harold E. Thrall.
698 **Covington, KY**—Arcus Francis, Betty Lee Cooper (s), Esley W. Hiser.
701 **Fresno, CA**—John T. Williams, Ralph E. Hood.
703 **Lockland, OH**—Carl H. Peterson, George Riley.
704 **Jackson, MI**—Glen H. Collier, Jr., Irene H. Fletcher (s).
710 **Long Beach, CA**—Gertrude Riopelle (s), Mary Virginia Martin (s).
715 **Elizabeth, NJ**—Joseph Shinbein.
721 **Los Angeles, CA**—Beverly Jean Jacobs (s), Eleuterio Velazquez, George P. Manos, Richard H. Brown.
722 **Salt Lake City, UT**—Cullen H. Shoemaker, Gerald Allan Brown.
727 **Hialeah, FL**—Clyde O. Rogers, Peter S. Miranda.
740 **New York, NY**—Raymond D. Gregory.
743 **Bakersfield, CA**—Virgil Loftis.
747 **Oswego, NY**—James Castaldo.
767 **Ottumwa, IA**—Harold H. Turk.
769 **Pasadena, CA**—Earl F. Gamble.
770 **Yakima, WA**—Albert C. Carroll, George McCullough, John P. Leingang, Mildred Irene Pister (s).
801 **Woonsocket, RI**—Aram Gelinas, Exenepha LaChapelle.
815 **Beverly, MA**—John S. Lilja, William McShay.
819 **West Palm Beach, FL**—Katherine Lucille Carlson (s).
829 **Santa Cruz, CA**—Betty Ann Price (s), Gerald Kelly.
839 **Des Plaines, IL**—Arthur Linneman, Jakobine Reinke Maksimovich (s).
845 **Clifton Heights, PA**—Edward J. Ryan.
848 **San Bruno, CA**—Urbano D. Andrea.
857 **Tucson, AZ**—Marvin Shelley.
865 **Brunswick, GA**—Edward R. Owens, Jr., Henry Morris.
871 **Battle Creek, MI**—Levern A. Fredenburg.
873 **Cincinnati, OH**—Henry Schmidt (s).
902 **Brooklyn, NY**—Borghild Reiersen (s), Egbert Polak, Girolama Scavelli (s), Jacob Jacobsen, Yincenza Maltese.
916 **Aurora, IL**—Edward F. Lies, Margaret Buckner (s), Robert J. Klein.
918 **Manhattan, KS**—Petra Elmore (s).
921 **Portsmouth, NH**—Lewis Morse.
925 **Salinas, CA**—Lois Rhea Bowen (s).
933 **Hermiston, OR**—Margaret L. Bachman (s).
943 **Tulsa, OK**—Herman Houston Henderson, Leland J. Boehm, Luther Oswal Johnston, Thelma Munns (s).
944 **San Bernardinu, CA**—Arlie J. Files.

945 **Jefferson City, MO**—Paul Schulte.
955 **Appleton, WI**—Bernice Newcomb Carey (s), Douglas K. Andrews, William Bussian.
971 **Reno, NV**—Cecil M. Mitchem, Roy F. Johnston.
973 **Texas City, TX**—Maebelle Akers (s), Ruth Stanton (s).
993 **Miami, FL**—John W. Hazard, Norman Gaines Shipman.
998 **Royal Oak, MI**—Joseph Skurski.
1002 **Knoxville, TN**—Ophal F. Walker
1005 **Merrillville, IN**—Alvin H. Gluth, Michael Pavicich
1010 **Uniontown, PA**—Paul L. Bertoni.
1013 **Dallas Ft. Worth, TX**—Betti Jean Cookson (s), Roy Art Cookson
1024 **Cumberland, MD**—Elmer Rosenberger, Paul W. Parish.
1026 **Miami, FL**—Terry Brantley.
1027 **Chicago, IL**—Melvern Shelby, Ruth E. Lucas (s).
1036 **Longview, WA**—Ivy M. Jaspers (s)
1040 **Eureka, CA**—George A. Foster, Jr.
1043 **Gary, IN**—Arthur Reeves, George C. Vetor, Michael J. Milko.
1050 **Philadelphia, PA**—Francesco Piazza, George M. Cherneky, Jr., Horace Macainsh, Sr., Nunziante Parisi, Robert Agnes.
1052 **Hollywood, CA**—Keith Sivert Bruce, Olavi Raudaskoski
1053 **Milwaukee, WI**—James George Lock.
1054 **Everett, WA**—Nellie E. Elliott (s).
1059 **Schuylkill County, PA**—Francis W. Blackwell.
1062 **Santa Barbara, CA**—John Hawkins, Reidar M. Dahl, Rosie L. Spiller (s).
1067 **Port Huron, MI**—Eleanor Peruski (s), Helen Foster (s), Richard Vanhulst.
1073 **Philadelphia, PA**—Silvio J. Sicilia
1074 **Eau Claire, WI**—Frank Charles Missfeldt.
1080 **Owensboro, KY**—Charles W. Rideout.
1084 **Angleton, TX**—Alonzo O. Guthery.
1089 **Phoenix, AZ**—Carl S. Smith, James M. Meek, Julius Versteeg, Jr.
1097 **Longview, TX**—Christine R. W. Railey (s), Jim W. Grigsby.
1098 **Baton Rouge, LA**—Alvie D. Hughey, Sullivan Higdon.
1102 **Detroit, MI**—Edward Colley, Vito A. Poma.
1109 **Visalia, CA**—Harley V. Shull
1113 **San Bernardino, CA**—Clement S. Gordon, Peggy Pinto (s).
1120 **Portland, OR**—Delia E. Cornelius (s), Edward L. Rehhein, John H. Werth, Zigmund B. Sawzak.
1125 **Los Angeles, CA**—Frances Elva Brocato (s).
1138 **Toledo, OH**—Elden C. Lafollette, John Hallauer, Rex Lowell Webster.
1140 **San Pedro, CA**—Soren K. Bach.
1155 **Columbus, IN**—Barrett B. Fields.
1164 **New York, NY**—Juana Colcas (s).
1185 **Chicago, IL**—Matthew W. Klekamp.
1207 **Charleston, WV**—John Haggerty.
1216 **Mesa, AZ**—Paul V. Devore.
1235 **Modesto, CA**—Robert W. Cornell.
1240 **Oroville, CA**—Robert E. Armstrong.
1250 **Homestead, FL**—Barbara Wilhelm Strudhoff (s), Donald F. Carroll.
1256 **Sarnia, Ont., CAN**—Edison Isaac, Mary Jean Eakett (s).
1262 **Chillicothe, MO**—Earl M. Baker
1266 **Austin, TX**—August Andy Stall, Byron Lane Davis, Dorothy Jean Holland (s).
1273 **Eugene, OR**—Henry W. Ritzman.
1296 **San Diego, CA**—Arthur G. Rockstad, James Elmer Rutherford, Laura C. Rowland (s), Mary Ann Ida Henselin (s).
1302 **New London, CT**—David W. Chapman.
1305 **Fall River, MA**—John Claudio, John L. Moodie.
1308 **Lake Worth, FL**—Martha E. Seppala (s).
1310 **St. Louis, MO**—Thomas Michael Louis.
1319 **Albuquerque, NM**—G. H. Simmons, Sr., Graydon F. Daniels.
1325 **Edmonton, Alta., CAN**—Frieda Querengesser (s)
1327 **Phoenix, AZ**—Otto Frank Lawrence
1333 **State College, PA**—Robert A. Chamberlain.
1341 **Owensboro, KY**—Marvin R. Jones.
1342 **Irvington, NJ**—Ernest A. Fortunato, Joseph E. Szydlowski, Louis Vecchione, Michael Johnston, Michael S. Perugino
1346 **Vernon, B.C. CAN**—Joseph A. Morin.
1353 **Sante Fe, NM**—Juan Pablo G. Lopez, Maria R. Herrera (s), Marjorie Gavurnik (s)
1365 **Cleveland, OH**—Anita Ungar (s).
1373 **Flint, MI**—Elmer Winterlee.
1379 **North Miami, FL**—Eles C. Chandler, John K. Schneider, Sadie E. Krull (s), Thomas H. Fitzgerald
1393 **Toledo, OH**—John Bukowski.
1394 **Ft. Lauderdale, FL**—Nicholas Fink
1396 **Golden, CO**—Dorothy D. Graeff (s)
1397 **North Hempstad, NY**—Irving Roitberg, Joseph Ochtera, Thomas F. Mullaly.
1402 **Richmond, VA**—Henry Howard Poulston, Jr.
1407 **San Pedro, CA**—Jack L. Harnden
1408 **Redwood City, CA**—Winnie Agnes Smith (s).
1412 **Paducah, KY**—Kenneth R. Crowley
1418 **Lodi, CA**—Emil Sattler.
1419 **Johnstown, PA**—Samuel B. Mardis.
1423 **Corpus Christie, TX**—Beeman N. King, C. L. Garza, Ola C. Casey (s), Raymond T. Tyler.
1434 **Moberly, MO**—Eugene Hines.
1437 **Compton, CA**—Leonard Zensen
1438 **Warren, OH**—Lyle E. Sprague.
1449 **Lansing, MI**—Fernando C. Weaver.
1452 **Detroit, MI**—August Gelders, Esther B. Horowitz (s), Octavian Petrascu.
1453 **Huntington Beach, CA**—Annette L. Hemmingsen (s), Joseph V. Biniewski, Roger A. Palmer
1454 **Cincinnati, OH**—Donald G. Thompson.

1456 **New York, NY**—Gunhild Koppen (s), John Carlsen, Theresa Mary Kleiber (s), Thorbjorn Nielsen.
1460 **Edmonton, Alta., CAN**—Ernest Vian.
1462 **Bucks County, PA**—Elizabeth McCullen (s).
1464 **Mankato, MN**—Benjamin G. Eggersdorfer.
1469 **Charlotte, NC**—Karl R. Knopf.
1478 **Redondo, CA**—Colletta Pearl Wendorf (s), Frank G. Stimac, Jr.
1486 **Auburn, CA**—Royal E. Shidler.
1494 **International Falls, MN**—Charles Vernon Larson.
1495 **Chico, CA**—Donald L. Skinner, Roy J. Hall.
1498 **Provo, UT**—Rhoda J. Edwards (s).
1506 **Los Angeles, CA**—Donald Waite, Paul F. Cook, William C. Daggett.
1512 **Blountville, TN**—Lawrence Weatherly.
1519 **Ironton, OH**—Jesse W. Harris.
1521 **Algoma, WI**—Joseph J. Bero, Mark A. Hafeman.
1522 **Martel, CA**—John W. Bruton.
1529 **Kansas City, KS**—Clifton A. Pancake.
1533 **Two Rivers, WI**—Russell F. Grall.
1535 **Highland, IL**—Francis Zeller, Jr.
1539 **Chicago, IL**—Isadore Rosen.
1544 **Nashville, TN**—David Argel Leopard, Donald R. Jones, Howard G. Martin.
1553 **Culver City, CA**—Lester W. Owens.
1554 **Miami, FL**—Valentin Contreras.
1565 **Abilene, TX**—Woodson Emfinger.
1569 **Medicine Hat, Alta., CAN**—Jean Paul Raymond.
1571 **East San Diego, CA**—Fred Carl Fulle, John H. Steinmetz, Russell O'Brien.
1583 **Englewood, CO**—Andrew Metzler.
1587 **Hutchison, KS**—Allen R. Stroberg, James S. Long.
1590 **Washington, DC**—Antonia T. Danielsson (s), George A. Price, Harry O. Parks, Robert R. Campbell, Thomas K. Dewitt.
1595 **Montgomery County, PA**—Harry Adie, John F. Benkert, Lynford R. Rinehart.
1596 **St. Louis, MO**—Bernard G. Elzer.
1597 **Bremerton, WA**—Starling P. Cornelius.
1598 **Victoria, B.C., CAN**—Harry George Yetman.
1607 **Los Angeles, CA**—Richard Tokuo Wakimura.
1618 **Sacramento, CA**—Ruth K. Johnson (s).
1620 **Rock Springs, WY**—Harold M. Uptegrove, Jose E. Mares.
1622 **Hayward, CA**—Clarence L. Payton, Lonnie J. Williams.
1631 **Washington, DC**—Harry R. Brechbill.
1644 **Minneapolis, MN**—Irvin F. Madsen, Lawrence H. Siebert.
1650 **Lexington, KY**—Lige Harrison Teater.
1673 **Morganton, NC**—Arville Jerome Dale.
1683 **El Dorado, AK**—Homer G. Fuller.
1691 **Coeur Dalene, ID**—Frank J. Johnson.
1693 **Chicago, IL**—Clare J. Andrews.
1694 **Washington, DC**—Robert T. Sargies.
1699 **Pasco, WA**—Mabel Jensen (s).
1709 **Ashland, WI**—James Haus.
1741 **Milwaukee, WI**—Edward Zelhofer.
1750 **Cleveland, OH**—Mario Lamacchia.
1752 **Pomona, CA**—George Reuben Asper.
1757 **Buffalo, NY**—Felix Sobota.
1759 **Pittsburgh, PA**—Grayce Ann Kottler (s).
1764 **Marion, VA**—Glenn S. Medley.
1772 **Hicksville, NY**—Arthur Brown.
1778 **Columbia, SC**—Jesse Webster Shaffer.
1780 **Las Vegas, NV**—Arley Francis Hayes, Edward E. Therkelsen, Frances T. Cremer (s), Henry Kratzer, Oral C. Barney.
1788 **Indianapolis, IN**—Eura Haydon Francis.
1795 **Farmington, MO**—Alonzo Lawson
1815 **Santa Ana, CA**—Colleen Barrett (s), Pauline Caster (s), Stanley Steck.
1832 **Escanaba, MI**—Norman G. Anderson.
1836 **Russellville, AK**—George E. Smith.
1837 **Babylon, NY**—Jakobs Airis.
1845 **Snoqualm Fall, WA**—Regina H. Jordan (s).
1849 **Pasco, WA**—Pauline Anna Fluor (s).
1865 **Minneapolis, MN**—Edwin K. Johnson, Thomas O. Meyers, Thorwald Pihlstrom.
1871 **Cleveland, OH**—Michael Szabo, Thomas D. Edwards.
1880 **Carthage, MO**—Harley Rusk.
1890 **Conroe, TX**—Elsie Anderson (s).
1904 **North Kansas, MO**—Foy Melvin.
1906 **Philadelphia, PA**—Edgar Anderson, George W. Hulme, Helen M. Shearer (s).
1913 **Van Nuys, CA**—Anna C. Kully (s), Livio R. Armellin, Thomas Williams.
1921 **Hempstead, NY**—Dorothy I. Trach (s).
1925 **Columbia, MO**—Helen M. Wood (s).
1928 **Vancouver, B.C., CAN**—David R. Schreiber, Josee Menendez.
1929 **Cleveland, OH**—Douglas A. McNamee, Henry F. Clausen.
1947 **Hollywood, FL**—Marion M. Grant, Mike Leanza, Peter W. Delia, Sarah F. Helton (s)
1954 **Brookfield, IL**—Stephan J. Duczman.
1959 **Riverside, CA**—John Goldy.
1976 **Los Angeles, CA**—Anthony Caparella, Joseph Caparella
2007 **Orange, TX**—Willie Eugene Woods.
2020 **San Diego, CA**—Roscoe L. Allen.
2046 **Martinez, CA**—Allen Byley, Alva Armstrong, Edwin Albert Hagler, Nathaniel Brown, Sr., Philip Martin Wilson, Ray Robison, Rebecca Rottmann (s).
2047 **Hartford City, IN**—Eva Naomi Williams (s).
2067 **Medford, OR**—John D. Campbell.
2078 **Vista, CA**—F. Arthur Wells, Herbert C. Sanders, Shirley E. Rowley (s)
2083 **Red Wing, MN**—Milton L. Winberg.
2103 **Calgary, Alta., CAN**—Eileen Muriel Stirling (s).
2127 **Centralia, WA**—Edith L. Boeck (s).
2155 **New York, NY**—Raffaelle Buffone.
2209 **Louisville, KY**—Hilery Curry.

2212 **Newark, NJ**—Charles Tonkovich.
2231 **Los Angeles, CA**—Henry Avila.
2250 **Red Bank, NJ**—Edward J. Penzimer, Joseph William Taylor, Leighton Hammond.
2258 **Houma, LA**—Etienne Folse.
2264 **Pittsburgh, PA**—Chester J. Pisarek.
2274 **Pittsburgh, PA**—Edward Sabol.
2283 **West Bend, WI**—Frederick W. Quandt.
2287 **New York, NY**—Louis Mayo.
2288 **Los Angeles, CA**—Albert L. Davis, Frank E. Thrift, Ruth Angelley (s).
2309 **Toronto, Ont., CAN**—Howard Blakely, Leo Callaghan.
2334 **Baraboo, WI**—Arnold Erickson.
2340 **Bradnton-Sarastafl**—Ramona Liedkie (s).
2396 **Seattle, WA**—Elmer B. Ellison, Nels Evanger.
2398 **El Cajon, CA**—Julius Breichman.
2416 **Portland, OR**—Augusta E. Anderson (s), Charles A. Markham, Effie T. Critchfield (s).
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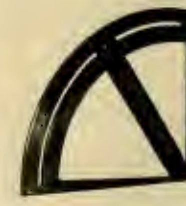
Quarter-Circle Square



Have you seen one of these? It's called a quarter-circle square, and it was made and patented by A. O. Calhoun of Victor, Mo., in 1912. We are told it is made of steel with a copper coating. If any UBC members have such a square, Del Hall of Local 998, Royal Oak, Mich., would like to communicate: 7165 Sashabaw, Clarkston, MI 48016. Telephone: 313/625-2583.

●

Attend your Local Union Meetings Regularly.
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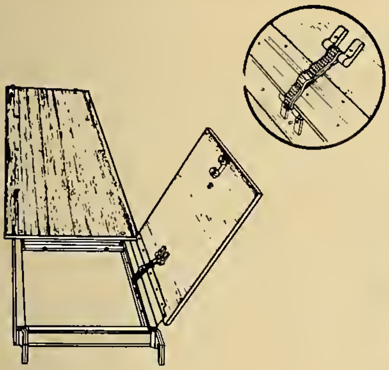
TRAPDOOR SCAFFOLD



A new access-door scaffold board which allows workmen to climb inside of scaffolding has been announced by the R. D. Werner Co. as an option to its standard solid decking. The scaffold board fits all Werner narrow and wide-span scaffolds, in six, eight and 10 foot models, and works with the standard Werner plywood toeboard system.

The access door, which is side-hinged for easy operation, is riveted to the plank rail for greater strength. From the bottom, the door is easily opened with a single push against the door. From the top, the door is opened with a simple finger grip; there are no projections to trip workers.

Additional quality and durability features include: Heavy-duty hinges—cadmium and chromate plated—with stainless steel pins for long life; stainless steel door hold-down spring clip; high-strength nylon strap to prevent over-extension of the door; and an added extruded aluminum support adjacent to the door.

The access door has been cycle-tested to 10,000 openings and closings to prove-out the design and construction. Duty rating is 25 lbs. per sq. ft. The board meets both OSHA and UL code requirements.

For further information, write to the R. D. Werner Company, P.O. Box 580, Greenville, PA 16125.

NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

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GRAPHITE HANDLE

Stanley Tools is introducing the "world's first" graphite-handled hammer line.

The hammers have an exclusive balance between graphite and fiberglass for durability and performance. They have virtually unbreakable handles, the manufacturer states. Their new hammer line offers 16, 20, and 22 oz. curve, rip, and framing models.

'WOOD FLOOR' SYSTEM

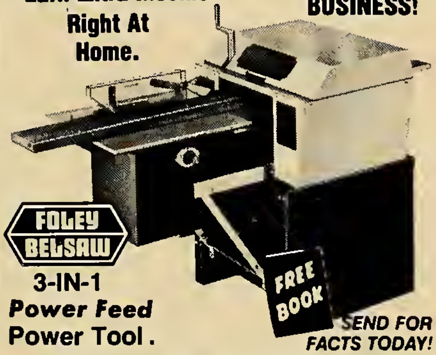
Standard Structures Inc.
Shhh
The Quiet Floor
FAST • ECONOMICAL • SILENT
Del Verde Square

Standard Structures Inc. of Santa Rosa, Calif, which employs members of Local 751, has introduced a superior wood floor system of exceptional stiffness at a low price. The system is presented in *The Quiet Floor*, a new eight-page, four-color brochure for builder-developers of single-family and multi-family residential construction.

Standard's "Quiet Floor" system is a wood-floor framing system designed with finger-jointed, extra-long XL joists and laminated MiniLam girders. These members are both kiln-dried to a low average 9% moisture content. The brochure contains span tables, section properties, and design values.

The Quiet Floor brochure also describes the floor system's advantages and includes successful applications. Advantages described include simple, straightforward construction. Standard Structures uses the UBC's Union Label No. 242.

For more information: Standard Structures Inc., P.O. Box K, Santa Rosa, CA 95402. Telephone: 707/544-2982.



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Excuses, Excuses! They Don't Get The Job Done

We tell employers we're better than open-shop workers. Let's show it.

When our United Brotherhood was founded in August 1881, our founding delegates said this in the platform they adopted:

"We must form a union broad enough to embrace every carpenter and joiner in the land, one that will protect every man in his labor and in his wages . . . The object of the organization is to rescue our trade from its low estate and raise ourselves to that position in society which we as mechanics are justly entitled, and to place ourselves on a foundation sufficiently strong to secure us from further encroachments . . . "

In our 105 years of existence as one of the truly great trade unions of North America, we have sometimes fallen short of these platform goals. And sometimes the only answers given for falling short come in the form of excuses. They come from several directions.

For example, far too many of our local unions are not creating a UBC presence in their local shops and at local job sites. By this I mean that they are not adequately representing their members through an effective steward system or they're not educating their members to the benefits of being in a union. In some cases they are not adequately representing their members in the lower steps of the grievance procedure. They're not thinking union and talking union when the opportunities arise, and consequently they are losing touch with potential new members. **There's no excuse for this lack of awareness among workers in a plant or at a job site.**

It shouldn't be left to the business agent and the shop steward to promote the virtues of union membership. Some local unions are conducting so-called "one on one" membership drives in open-shop states, whereby an active union member talks up advantages after the day's work is done. I've seen men talking union in American Legion halls and Elks Lodges, and I've heard women in conversation about the union in plant parking lots and at social gatherings, and it makes me feel that I am part of a team actively working for the common good. We've got to see more such activity in the years ahead if unions are to achieve the goals they set out to achieve.

When a local union is perceived to be weak and ineffective, it has a bad effect on the entire membership of that local union. Individual members don't want to devote their time to local projects. They don't show up at meetings. Sometimes the best and most qualified members don't stand for local office. You can't get members to serve on committees.

Excuses aren't the answer in such a situation. **A member doesn't pay dues just to get excuses from the local leadership. And—on the other side of the coin—a local union officer doesn't want to take on added responsibilities just to hear one excuse after another from members who don't attend meetings, don't support bargaining sessions, and don't really understand what a union is all about.**

There's no excuse for not supporting training in your local and council. We must not be reluctant to train members for leadership roles in a plant or at a job site. A smart business agent knows that when he or she has alert and sincere stewards working strategically all over the area, he has a team that will produce results, which will reflect upon him as well as the team. The whole principle of trade unionism is based on the motto, "workers helping workers to better their lives." We'd better practice what we preach in our daily trade union activities.

I must tell you, incidentally, that your General Officers are finding that regional seminars, steward training programs, and similar gatherings of UBC leaders are proving to be tremendously important in getting the word out on matters of importance to us all. I am hoping that the General Convention, next October, will give serious consideration to making attendance of our full-time local officers at such seminars compulsory.

Another area of UBC activity where I hear excuses from time to time is apprenticeship and training. **There's no excuse for putting a local apprenticeship program on hold** when you have able-bodied journeymen with knowledge and experience. If we don't do it, you can be sure that the open-shop contractors will come along with their inadequate merit shop leaflets and their so-called "task training" programs. The Brotherhood has developed a highly successful apprenticeship training program we call PETS, which stands for Performance Evaluation Training System. It's the best in the business, and it should be used to the fullest.

I've heard complaints, and I'm sure you have too, from members about wages being reduced in some areas so that union contractors can stay competitive with non-union contractors. You know, and I know, that in the long run, wage cuts, work-rule concessions, and givebacks are not the way to beat the open shop. Neither are they the way to expand union membership.

But we have been through a serious recession in the construction industry during recent years, and in some cases, what was done had to be done to keep food on the table.

There is no excuse for not fielding a full force of local volunteer organizers to back up your international organizers. Union representatives should be at every non-union job site, cards in hand, ready to sign up any workers showing interest in our activities.

It boils down to this: When a substantial number of workers in an area are union members, and employers and contractors realize that the union is the best and most assured source of skilled manpower, the open shops will fall by the wayside, and decent wages, benefits, and working conditions will prevail.

I should also note that there is no excuse for not promoting the use of the union label on the products we produce. We have a basic label agreement which should be negotiated in every cabinet shop and mill where we have a union shop. It can be stamped on lumber and forest products. It can be applied to manufactured products.

It is also possible at many construction sites to put up a sign which tells the public, "This is a union job" and lists the unions involved. When workmen restored the White House during the Truman Administration, they found our Brotherhood label in the partitions and the fixtures. When they remodeled parts of the Colorado State Capitol in Denver about 20 years ago, they found a bronze plaque telling visitors that union building tradesmen worked on this stately building. We have a proud past, and our label goes back almost a century. There's no excuse for not being firm about our label today.

We don't need excuses for much that we don't accomplish. We need greater determination, more honest-to-goodness trade union fervor, and more clout in the marketplace.

As far as clout is concerned, I am hoping that the delegates to the General Convention next October will give serious consideration to an international defense fund this time around. We have the numbers to make such a fund possible. It should not be a hardship on those of us working steadily to help those shut out, locked out, and laid off. With a large UBC defense fund on the shelf, we will be able to take on the giants of the industries we serve.

We at the General Office are following many avenues of activity to keep our union strong. Sometimes we succeed, and sometimes we fail.

The writer Rudyard Kipling once said, "There are forty million reasons for failure but not a single excuse." You can't fail, and you can't succeed, if you don't try. Excuses don't build a labor union.

Patrick J. Campbell

Patrick J. Campbell
General President

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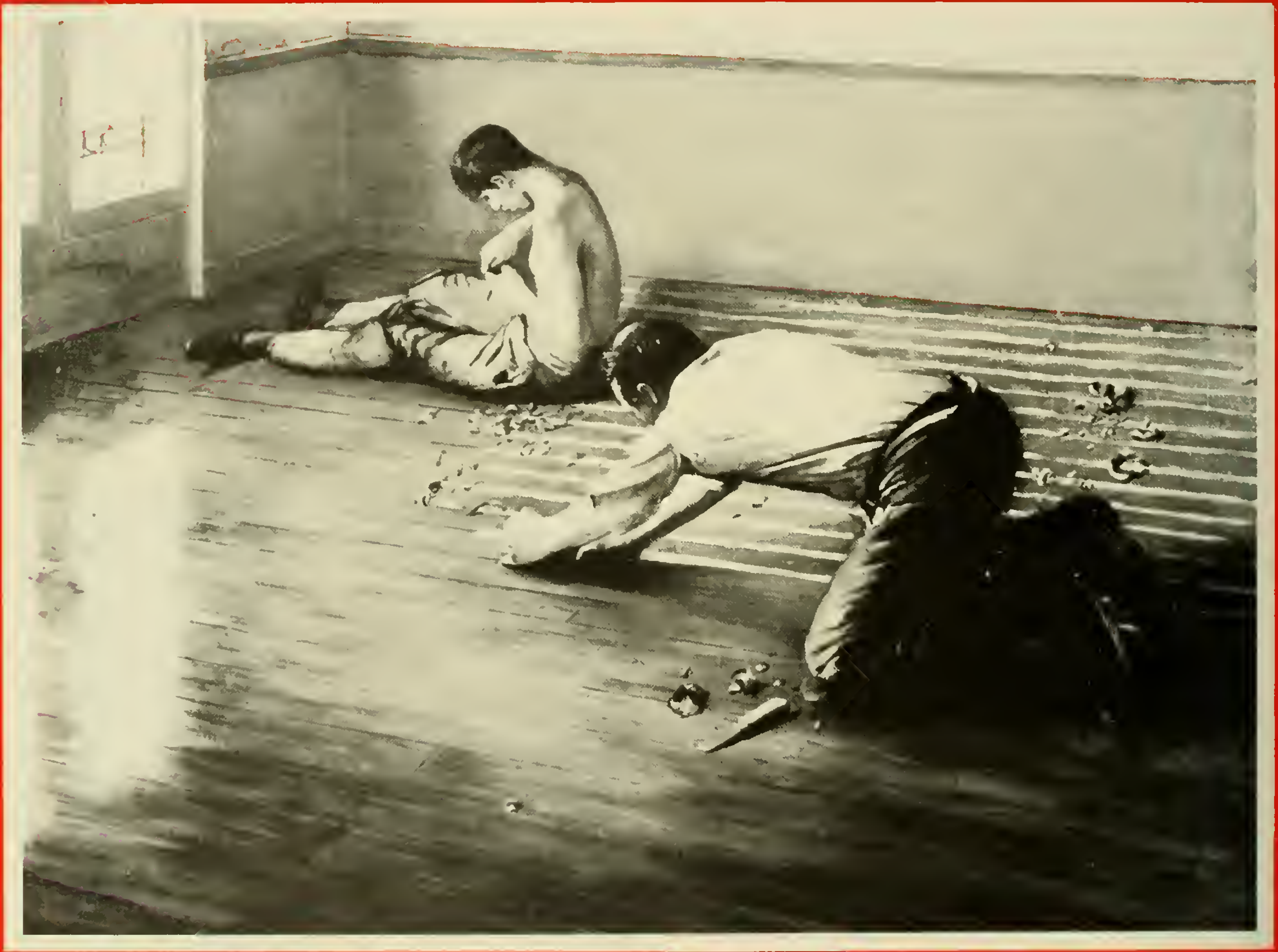

Gustave Caillebotte

Raboteurs de parquets, 1876
The Floor-scrapers

According to many critics of the day, the good taste of this painting by Caillebotte is "doubtful," with its "crude realism" right down to the gentleman who "has stopped working to give himself over to that kind of little hunt that certain habits of cleanliness would make unnecessary." Yet over 100 years later, audiences still marvel at this rendition of craftsmen at work scraping joints to refinish the floor. Part of *The New Painting: Impressionism 1874–1886*, a landmark exhibit of French impressionist paintings, "The Floor-scrapers" can be viewed at The Fine Arts Museums of San Francisco, Calif., through July 6, 1986. *Reproduced with permission from the National Gallery of Art, Washington, D.C.*

July 1986

CARPENTER

United Brotherhood of Carpenters & Joiners of America Founded 1881

". . . this great anniversary festival ought to be commemorated as the day of deliverance, by solemn acts of devotion to God Almighty. It ought to be solemnized with pomp and parade, with shows, games, sports, guns, bells, bonfires and illuminations, from one end of the country to the other, from this time forever more."

– John Adams to Abigail Adams
July 3, 1776

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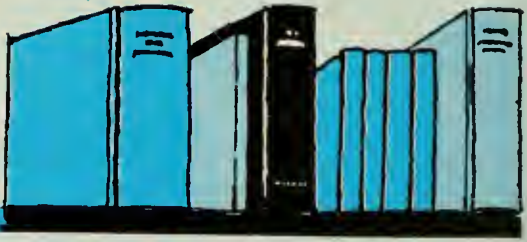

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CARPENTER

ISSN 0008–6843

VOLUME 106 No. 7 JULY 1986

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Newly restored and ready for her second century, the Statue of Liberty graces our cover this month as we celebrate the 210th birthday of the United States of America.

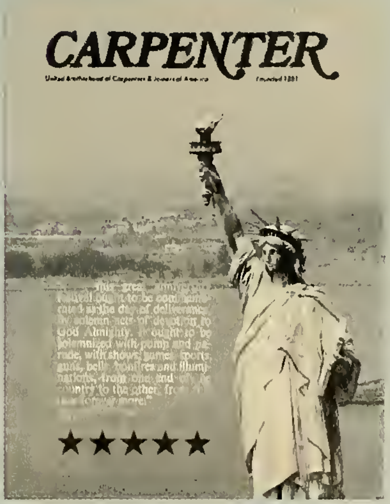
After an extensive overhaul, the 100-year-old statue emerged from her 300-ton scaffolding with a new 24-carat-gold-leafed torch, seven new spikes for her crown, and new stainless steel interior supports. Thanks to the unstinting efforts of our nation's union craftsmen, the Lady can stand tall and proud once more. Frederic Bartholdi, the French sculptor who designed the statue, formally titled his work "Liberty Enlightening the World" and she has been a symbol of our country's freedom and opportunity ever since.

This month an international naval flotilla, the Tall Ships, and what is being billed as "the world's most spectacular fireworks display" will help commemorate the centennial celebration of the statue during the Fourth of July weekend. Ships from the United States and around the world will converge in New York Harbor as part of the extravaganza.

The celebration will have special significance for nearly half the population of the U.S. whose forebears passed by the statue on their way through Ellis Island. Her torch truly was a beacon of hope for many of those who arrived on our shores seeking a better life for themselves and their children.

The celebration will also have a special meaning for the members of the United Brotherhood who made the Lady's restoration possible. UBC members have been working on Liberty Island throughout the project recreating a vital symbol of our heritage.

Official U.S. Coast Guard Photograph by PA3 Elizabeth Neely.



Lady Liberty Has New Outlook f

Skilled union crews no restoration of Ellis Isla

A pre-restoration photo doesn't reveal the structural weaknesses engineers discovered in the Statue.

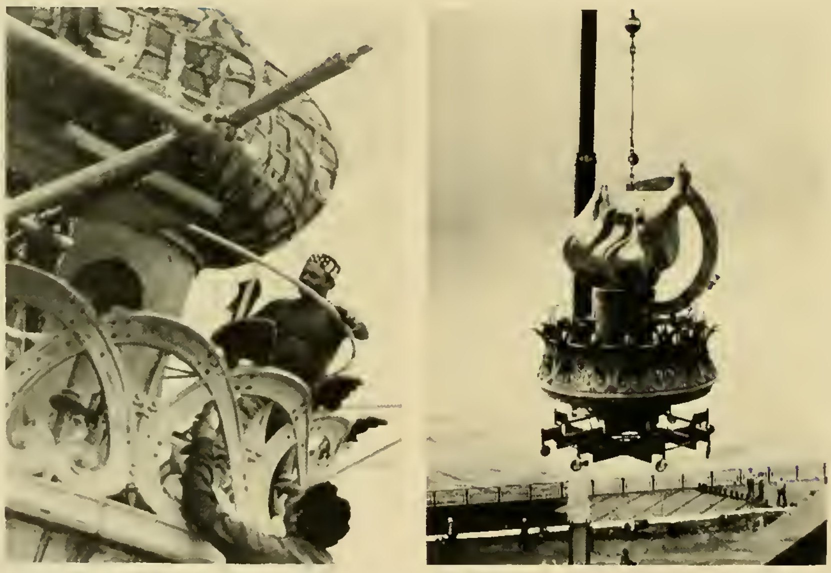
The Statue of Liberty and Ellis Island are an integral part of our American heritage. For 40 years prospective citizens shed tears of joy and relief upon glimpsing the copper-skirted lady on their way to Ellis Island. Seventeen million people passed through the "Great Hall" there while Immigration officials interrogated them, examined them, and molded their destinies. Today, there are one hundred million Americans who can trace their roots back to Ellis Island and untold others whose forebears' first sighting of freedom was the torch held aloft by Miss Liberty.

As our nation's most famous lady, the Statue of Liberty has enjoyed a special place in American hearts and minds for the last hundred years. This month, with the eyes of the world turned toward New York Harbor, we celebrate her centennial and her reintroduction to society after an extensive two-year restoration.

With the exception of some needed repairs in 1937, Miss Liberty had not had any restoration work done since her unveiling on October 28, 1886. However, the ravages of wind and rain, salt water and pollution, time and millions of tourists, had begun to take their toll on the Lady by the early 1980s. In 1982 the Statue of Liberty-Ellis Island Centennial Commission was formed to raise the $230 million necessary for the restoration of both of these historic landmarks.

In keeping with the tradition of the statue, the funding was to come from the private sector. After all, $450,000 was raised by the people of France to give her to us in the late 19th century, and then an additional $350,000 was raised by American schoolchildren and businessmen to build the pedestal she stands proudly atop.

The scope of her restoration was enormous. Highly skilled French copper workers were flown in to work alongside the union craftsmen from the New York-New Jersey area. Innovative 20th-century materials and technology were combined with one-hundred-year-old techniques to replace sections of the statue's "skeleton," form a new torch, and replace the seven spikes of her crown. Using 100 different types of hammers, the French craftsmen formed copper sheets into the flame and torch shapes while other workers turned, twisted, and bent approximately 1700 stainless steel bars to fit the curves and folds of her gown—each bar taking an average of six hours to place.



Several attempts have been made over the years to light the torch from within by cutting out sections of the copper and using various types of lighting. In the end, Bartholdi's original intent was the best; the new torch replicates his design of a copper flame with 24-carat gold-leaf. At left, Elmut Leonardello, Local 1536, helps prepare the old torch for lowering. Photos © Dan Cornish/ESTO.

Previous renovations and repairs which altered the original design created various problems for the Statue. Holes that had been punched in her copper "skin" to allow water to drain needed to be patched and an internal drainage system installed. Her uplifted right arm had become structurally unsound and needed to be repositioned and reinforced. And her famed torch with its many windows was removed and replaced by a new torch topped by a gold-leafed flame to shine brightly both day and night as Bartholdi originally intended.

From the United Brotherhood members of Local 6, Hudson County, N.J., Local 20, New York, N.Y.,

parkling 986

rn to ildings

and Local 1536, New York, N.Y., who erected the scaffolding and were on hand to remove and replace the torch, to the Painters who went through four tons of baking soda while removing 99 years of accumulated paint and coal tar from the statue, the project called for painstaking attention to detail and steady nerves.

Although the Statue of Liberty has been the focal point of the restoration effort and centennial celebration, there is another facet of the project—Ellis Island.

From the late 1800s until 1943, Ellis Island was the main arrival point for millions of immigrants entering the United States. The 27½-acre island, which has been designated as a National Historic Site, lies just northwest of the Statue of Liberty in New York Harbor, a short distance from both New York and New Jersey.

Current restoration is centering on the huge main building located in the center of the island. UBC members have erected scaffolding around the 385-foot-long, 165-foot-wide, 62-foot-high building, including the four 140-foot towers at each corner. The structure was then examined for signs of deterioration. Since the island had been virtually abandoned for nearly 40 years, there was a great deal of water damage and destruction from vandalism that needed repairing.

Brotherhood members from Locals 6, 20, and 1536 are involved with this restoration as well. Much preliminary work has already been completed and heaters are running 24 hours a day to dry out the walls and ceilings from their years of exposure to salt air and water leakage so that interior rehabilitation can proceed.

Two of the main building's most famous rooms, the Registry Room, also known as the Great Hall, and the Baggage Room will be restored to their 1918–1924 appearance. Some dormitories and other rooms are also being restored or rehabilitated in a manner similar to the original. Other rooms will be refitted for new uses: theaters, a library and research center, exhibit space, and an oral history center. The intent is to make Ellis Island a place Americans can visit to learn more about the immigrant experience and the multifaceted effect immigration had on our heritage and our nation.

The overgrown vines and broken windows of the carpentry shed show the condition most buildings on Ellis Island were in prior to the restoration.

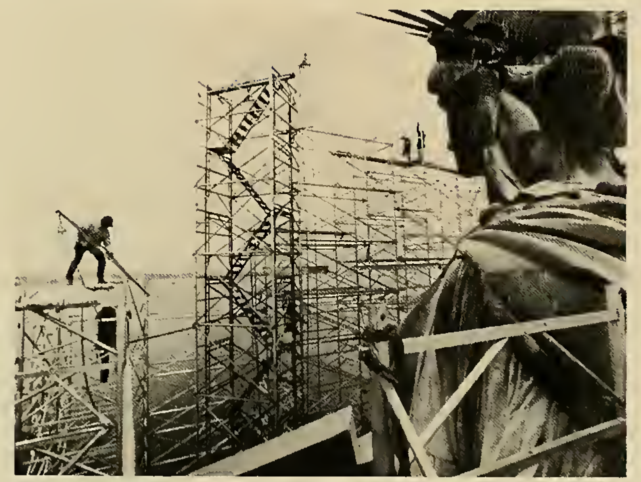
Included among the museum displays will be chunks of glazed ceramic tiles and pieces of timber and metal from dismantled water tanks which were turned up during the restoration. (National Park Service staff inspects all debris before it is discarded to save artifacts for the displays.)

In its years as an immigration processing facility, Ellis Island saw anxious newcomers from 50 countries arrive hoping to make a new home in the land of freedom and opportunity. But surviving the journey to America was not always enough to ensure their entrance.

Newly-arriving immigrants were directed into the main building. There they were instructed to leave whatever meager belongings they had in the Baggage Room and proceed to the Great Hall. After trudging up a long flight of steps, the prospective Americans were given medical examinations and questioned extensively to determine their mental and physical health and eligibility for citizenship.

The cavernous Great Hall, with its 60-foot ceilings, is 185 feet long, and 102 feet wide. Through its arched windows the Statue of Liberty is clearly visible—a symbol of hope for the immigrants as they awaited processing. Although the average stay on Ellis Island was three to five hours and only 20% of those who arrived were detained for a medical or legal reason, the emotional impact of the stay has had a profound and lasting effect on the Americans who experienced it and the country they came to cherish. UBC

The restoration of the four ornate copper domes and cornices of the main building on Ellis Island presents challenges, especially in duplicating the original ornamental work.



The 300-ton scaffolding was in place for a year and a half while crews worked to complete their work on schedule. Photo © Dan Cornish/ESTO.

Who is Lyndon LaRouche and why is he doing this to the Democratic Party?

LaRouche's Followers Threaten the Basic Foundations of Our Society

It is hard to take Lyndon H. LaRouche Jr. seriously, but it can be dangerous to ignore him. That's the hard lesson of the Illinois primary, where a mix of demagoguery, prejudice, and voter apathy demolished the Democratic Party's statewide ticket. By winning the Democratic primary two LaRouche followers have gotten their names on the ballot as candidates for lieutenant governor and secretary of state.

LaRouche's loyalists are entered in an astonishing number of political contests this year. According to the *New York Times*, they have 146 candidates for the U.S. House, 14 for the U.S. Senate, seven for governor, and more than 600 for state legislative and local party posts in 29 states. Most are running as Democrats. Some are running under the banner of LaRouche's political front, the National Democratic Policy Committee, a name calculated to confuse voters.

It's easy to laugh at the LaRouche cult, which swims in its own nightmare world in which conspirators and assassins lurk behind each bush. And it's easy to assume that LaRouche followers pose no threat to responsible legislators and candidates. But a threat exists—if we sit back and let them win elections.

We need to expose LaRouche candidates and their true colors. Most of their political beliefs are wildly irrational. No matter what issues they're talking about in their campaigns, their basic philosophy is dangerous, hate-ridden nonsense.

The Queen of England and a cabal of international bankers are determined to kill LaRouche because he designed a "new, gold-based monetary system."

The list of co-conspirators includes Henry Kissinger, the Rockefeller family, "big-time Zionist mobsters," and the ubiquitous "British agents." It embraces the International Red Cross, and such odd bedfellows as the Ku Klux Klan, and B'Nai B'rith's Anti-Defamation League.

But then not many people took Adolph Hitler seriously when he wrote his twisted manifesto, *Mein Kampf*.

The AFL-CIO started taking LaRouche seriously more than a decade ago when his storm troopers of the self-styled U.S. Labor Party tried to break up union meetings and distributed obscene leaflets describing local union leaders as "homosexuals" or "perverts."

That was in his ultra-left period, although left and right have no conventional meaning in the LaRouche political lexicon. Those who challenge him are routinely described as sexual deviants and drug dealers. Personal harassment and threats are the weapons of his followers

When columnist Mike Royko exposed one of the LaRouche front groups, handbills and posters appeared claiming he had undergone a sex change operation. His assistant found pinned to her apartment door a warning, 'We will kill your cat."

New Hampshire reporter Jon Prescage, who wrote a series of three articles critical of LaRouche for the *Manchester Union Leader*, could never prove that LaRouche supporters killed his three cats. But a dead cat appeared on his doorstep the day after each of the articles was published.

Be Warned: These Are LaRouche Candidates

Following are the 11 states in which supporters of extremist Lyndon LaRouche entered Democratic primaries for the U.S. Senate. In a 12th state, Iowa, the candidate claimed by LaRouche—Juan Cortez—contends he was unaware of the way-out policies of LaRouche when he agreed to seek nomination. His present status as a candidate is not certain.

Georgia—Gerald Belsky; **Illinois**—Sheila Jones (primary over; she lost—still might run as independent); **Indiana**—Georgia Irey; **Maryland**—Debra Freeman; **Missouri**—John Gallager; **New Hampshire**—Robert Patton; **New York**—Webster Tharpley; **North Dakota**—Anna Belle Bourgois; **Ohio**—Don Scott; **Oklahoma**—George Gentry; and **Washington**—Mark Calney.

In another case, reported by the *Wall Street Journal*, neighbors of a reporter who wrote articles critical of LaRouche received leaflets inviting them to "a gay coming out party" at his house.

When Polly Girvin opposed LaRouche's proposal to build a "summer camp" for his followers in Loudoun County, Va., where she lived and where the 63-year-old LaRouche has a fortress estate patrolled by armed guard, pamphlets appeared in the county calling her a drug dealer and a Soviet agent.

But the LaRouche movement is not all theater of the absurd.

The innocently named National Democratic Policy Committee, the LaRouche political front, fields candidates who speak in a populist political tradition of the evils of banking and the banking system, not of murky assassination plots.

In Illinois, and in scores of states where "LaRouchies" are running in Democratic primaries for offices ranging from school boards to the U.S Senate, this year's campaign appeal is an oddball mixture. LaRouche candidates call for repeal of the Gramm-Rudman deficit-reduction law, praise President Reagan's "Star Wars" strategic defense initiative, and demand universal blood testing and the quarantining of everyone with the AIDS virus until a cure is found. Somehow, the International Monetary Fund gets blamed for the spread of AIDS

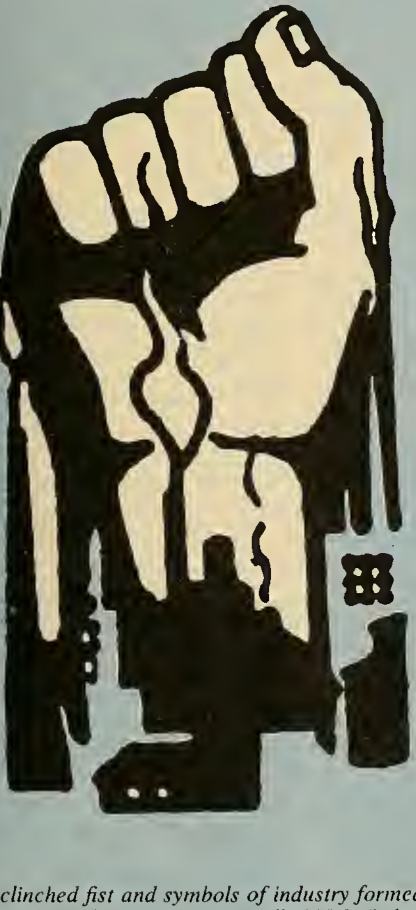
The stories are legion of the many times LaRouche operatives have masqueraded under false colors to gain access to news sources and political leaders in this country and abroad. Reporters for reputable newspapers have been embarassed and outraged by persons later linked to LaRouche fronts who assumed their identities.

At airports, well-dressed LaRouche disciples have solicited funds for anti-drug campaigns and for subscriptions to publications such as *Fusion*, a magazine that promotes nuclear energy.

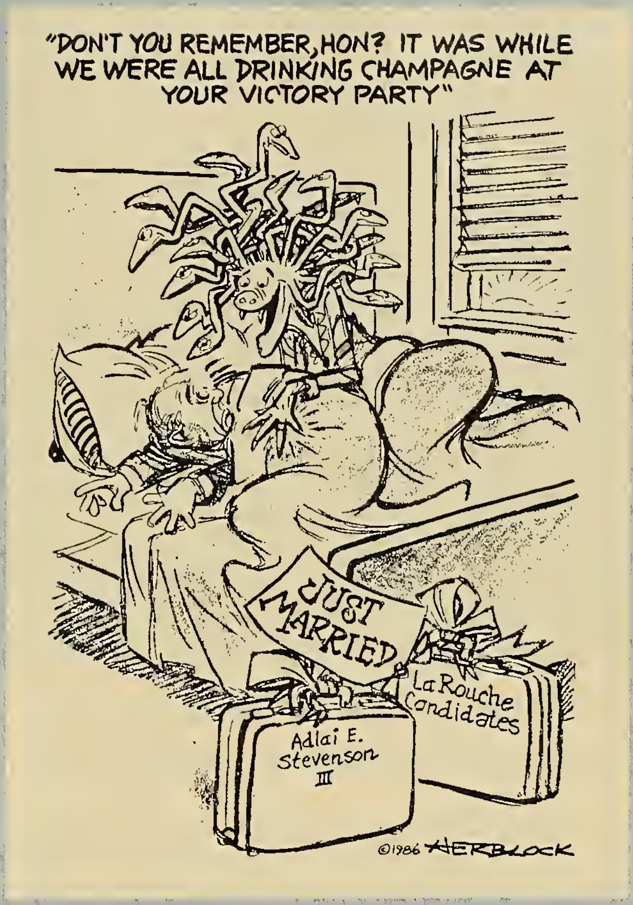
Some people who thought they were

Continued on Page 6

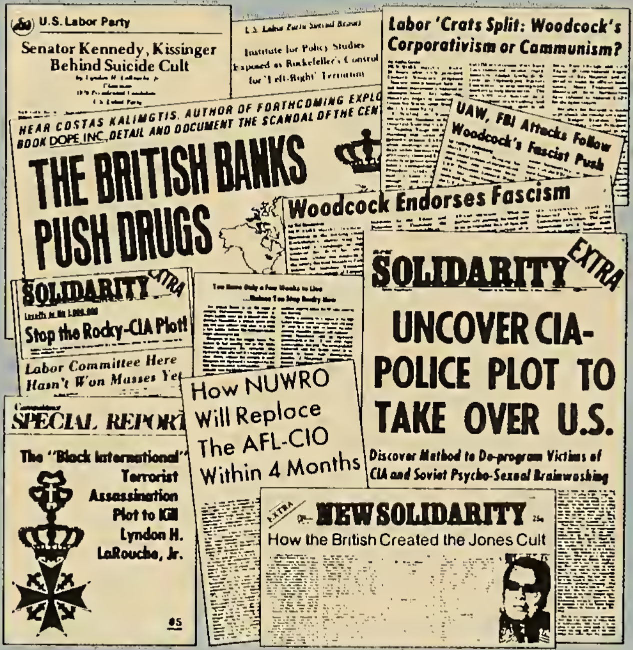
Lyndon H. LaRouche Jr., whose supporters have entered scores of Democratic primaries, as he campaigned for the U.S. Presidency in 1984. He called himself the candidate of the U.S. Labor Party at one time. There is no such party. Now he refers to his political cult as the National Democratic Policy Committee. Democrats do not support him.



The clinched fist and symbols of industry formed the emblem of LaRouche's so-called U.S. Labor Party. No American trade unions ever recognized this LaRouche front.


"DON'T YOU REMEMBER, HON? IT WAS WHILE WE WERE ALL DRINKING CHAMPAGNE AT YOUR VICTORY PARTY"
JUST MARRIED
LaRouche Candidates
Adlai E. Stevenson III
©1986 HERBLOCK

Because many Democrats voted in the Illinois primary without knowing the candidates, two LaRouche nominees for public office were elected. Former U.S. Senator Adlai Stevenson III, an expected winner, found himself on the outside. Washington Post *cartoonist Herblock describes the feeling.*



U.S. Labor Party

Senator Kennedy, Kissinger Behind Suicide Cult

Institute for Policy Studies Exposed as Rockefeller's Control for 'Left-Right' Terrorism

Labor 'Crats Split: Woodcock's Corporativism or Communism?

HEAR COSTAS KALIMGTIS, AUTHOR OF FORTHCOMING EXPLO BOOK DOPE, INC., DETAIL AND DOCUMENT THE SCANDAL OF THE CEN

THE BRITISH BANKS PUSH DRUGS

UAW, FBI Attacks Follow Woodcock's Fascist Push

Woodcock Endorses Fascism

SOLIDARITY EXTRA

Stop the Rocky-CIA Plot!

Labor Committee Here Hasn't Won Masses Yet

SOLIDARITY EXTRA

UNCOVER CIA-POLICE PLOT TO TAKE OVER U.S.

Discover Method to De-program Victims of CIA and Soviet Psycho-Sexual Brainwashing

SPECIAL REPORT

The "Black International" Terrorist Assassination Plot to Kill Lyndon H. LaRouche, Jr.

How NUWRO Will Replace The AFL-CIO Within 4 Months

EXTRA NEW SOLIDARITY

How the British Created the Jones Cult

No rhyme or reason, except unquestioned allegiance to the ambitions of Lyndon H. LaRouche Jr., marks the LaRouche cult's wild swings along the political spectrum. Headlines from the cult's publications chart the murky path of LaRouche's thinking. New Solidarity *was published as a labor-supported publication, which it was not.*

Bargaining talks began last April between major employers of the Northwest forest products industry and the unions representing their respective workers. Shown at the first-round sessions, from left, are Charles Campbell, president of Region 5, International Woodworkers; James Bledsoe, executive secretary of the UBC's Western Council; Bill Hubbell, first vice president of IWA Region 3; and Ray White, executive secretary of the UBC's Southern Council.

Forest Products Joint Bargaining Continues with Little Progress

As *Carpenter* goes to press, bargaining talks between major employers in the forest products industry and unions representing their workers show little readiness by the companies to give workers their earned share of the market profits. Negotiations are continuing.

The sessions are being held in Portland, Ore., and unions coordinating their negotiations include the UBC's Western Council of Lumber, Production, and Industrial Workers, the UBC's Southern Council of Industrial Workers, and Regions Three and Five of the International Woodworkers Association.

On the opposite side of the table are officials of the Weyerhaeuser Co., Boise Cascade, Willamette Industries, and Champion International.

Though the companies have opted to discard the traditional "association" concept and are instead bargaining separately, the unions have expanded their coordination. Inasmuch as both the LPIW and IWA have counterparts in the South working for common employers, a new bargaining entity composed of these constitutent labor elements is joined as one in the 1986 contract negotiations. The new body is known as the U.S. Forest Products Joint Bargaining Board.

The unions propose a two-year contract term, with hourly rate increases of 4½% effective with the anniversary dates of each contract in 1986 and 1987 respectively for all Western and Southern operations of the common employer. Further, the unions seek common expiration dates of Southern and Western contracts, and an additional $1.00 per hour for workers in the southern operations.

Despite recent strong financial performances by Weyerhaeuser Company in its wood products operations, the company has set its sight on a "watershed" labor agreement which features major wage and benefit cuts. The company's bargaining position indicates one thing: "The Tree Growing People" have apparently chosen to take on the role of "The Contract-Gutting People."

UBC and IWA bargainers have proposed a modest profit sharing plan which would provide company workers a fair measure of the gains enjoyed by the company. The company throughout negotiations has remained insistent on $4.50 per hour wage and benefit cuts, mandatory overtime, and the elimination of the eight-hour workday. Weyerhaeuser seems intent on dictating a settlement, rather than bargaining for one, as their latest offer is little different than their first.

Over the past several years, Weyerhaeuser Company employees have made significant sacrifices as the company and the entire industry experienced difficult times. Despite the hard times of recent years, Weyerhaeuser Company stockholders and Weyerhaeuser family members have received annual stock dividends higher than those paid in the boom years of the late 70s. Now that there is a strong resurgence in the industry, the workers of Weyerhaeuser simply want the fair share they deserve.

Lyndon LaRouche

Continued from Page 4

donating to anti-drug campaigns found themselves listed as contributors to one of LaRouche's presidential campaigns, unwittingly helping him to qualify for matching federal funds.

LaRouche's high-priced *Executive Intelligence Review* has taken in the unwary, despite such gibberish as this excerpt from an economic treastise by LaRouche:

"Ideal economies, like healthy organisms, are negentropic processes. . . . It is the thermodynamic characteristic of negentropic processes, that in a continuous negentropic function, the energy-flux density increases with time. Energy-flux-density signifies a measurement consistent with kilowatts per square meter, of throughput."

Selective listening

In political campaigns, people often have selective hearing. A farmer pressed for mortgage payments can relate to an attack on the banking system. A parent concerned about drugs hears a young person denounce drug dealers. LaRouche followers aren't the first to see a world of conspiracies.

The LaRouche follower who won the Democratic Party nomination for Secretary of State in Illinois, Janice, A. Hart, was arrested last May on a disorderly conduct charge. She allegedly tried to disrupt a speech by Milwaukee's RomanCatholic Archbishop Rembert Weakland at a Glencoe, Ill., synagogue. Her incredible explanation was that the archbishop was praising Adolph Hitler.

The early background of LaRoche was covered by the *AFL-CIO News* in a series of articles in 1982 by Wesley McCune, director of Group Research, and still available in pamphlet form under the title, "Lyndon LaRouche's Strange Cult."

LaRouche was born to a Quaker family and joined a communist splinter group in the 1940s. He later aligned himself with a wing of Students for a Democratic Society to launch the National Caucus of Labor Committees, later to become the U.S. Labor Party, with the newspaper New Solidarity as its organ. As he swung across the political spectrum, the tax-exempt Fusion Energy Foundation was to become one of his principal fronts.

Anti-Semitism, disguised in Russian style as anti-Zionism, has been a part of the LaRouche propaganda. When Polish workers rallied to the banner of Solidarnosc, LaRouche was denouncing it and praising the repression of Poland's military ruler, Gen. Jaruzelski.

On an NBC expose of LaRouche, Sen. Daniel P. Moynihan (D-N.Y.) was asked why the LaRouche movement "shouldn't just be ignored," since it clearly was miles removed from the nation's political mainstream.

"They drop little bits of poison into the political bloodstream," Moynihan replied. "Any lie that is vicious enough, somebody will believe it. Any slander that is cruel enough, somebody will half enjoy it and be tempted to take it in. You have to fight them."

After the Illinois primary, a lot of people are saying "amen." UBC

Taking the Initiative

Job opportunities arise from the fact that Building tradesmen who erect and equip a plant are best qualified to service and maintain that plant. Fourth in a series.

Manhours for Plant Modernization and Maintenance Have Increased Under National Maintenance Agreements

If we have learned anything over the past decade, it is that we cannot tackle contemporary problems in the old, traditional fashion. The construction section of the United Brotherhood has been plagued, as have all other parts of the United Brotherhood, with unique problems. Fundamentally, the traditional manner in which we have continued to carry on our construction collective bargaining has been a stumbling block in meeting current challenges.

If, in fact, there has been a bright spot, it has been in the area of the four R's—remodeling, renovation, rehabilitation, and relocation—which we generously refer to as maintenance. New construction, while expanding in opportunities, has been blunted by the intrusion of the open shop and other forces, causing a membership decline in some areas. The accompanying charts clearly show the dramatic and positive impact on employment opportunities that maintenance work has had on our membership.

This, of course, only scratches the surface. There is much to be done, and the United Brotherhood, and the 13 other Building Trades unions which participate in this effort, have been aggressively seeking out new ways and strategies to enhance our position.

The primary thrust of this effort is being undertaken in concert with two well-established organizations within the Building Trades. One is the General President's Committee on Contract Maintenance, which is administered by the Building and Construction Trades Department, and the other is the National Maintenance Agreements Policy Committee, an incorporated labor-management body which the United Brotherhood was instrumental in establishing in 1971 in cooperation with the National Erectors Association.

Each of these committees has a primary mission, which is marketing the advantages of utilizing fair contractors who employ skilled AFL-CIO building trades craftsmen to perform the work. It was emphasized that if we can build the plants, then we should maintain them. Before the formation of the two special committees, however, the Building Trades did not have a conduit for bargaining and bidding strategies. We were unable to compete. The inherent deterrent was the traditional, autonomous nature of the crafts and the inability of the local area collective bargaining structures to deal with the unique needs of this ever-expanding industry.

What had to be developed was a catalyst of standardized work rules which provided the uniformity necessary to maximize our potential in meeting the unique needs of this work. In most instances, the contractors and their craftsmen work within the highly complex atmosphere of industrial plants while they are in full production. Therefore, a close coordination was required and certain guarantees had to be made to insure an orderly, unimpeded progression of work.

Recent years have brought economic pressures to bear on North American industries, requiring a higher degree of cost consciousness by industry. American industry was receiving a declining share of world trade, and enormous trade deficits have accumulated in recent years. Big business had a choice of either using the organized Building Trades for performing their in-house maintenance work or enhancing their in-plant work focus.

In recognition of this situation, the Building Trades accelerated their efforts to coordinate their presentations to industry. The General President's Committee on Contract Maintenance reorganized to meet the new challenges, working closely with users and contractors throughout North America. This committee's thrust is long-term maintenance. A prerequisite for the granting of an agreement under the auspices of the GPC is a guarantee by the user that there be at least 12 months of continuous maintenance involved. In this activity 14 crafts, comprising the entire Building and Construction Trades Department, work under one agreement. All problems arising out of the application and interpretation of the agreements are referred exclusively to the committee. This procedure has worked effectively for three decades.

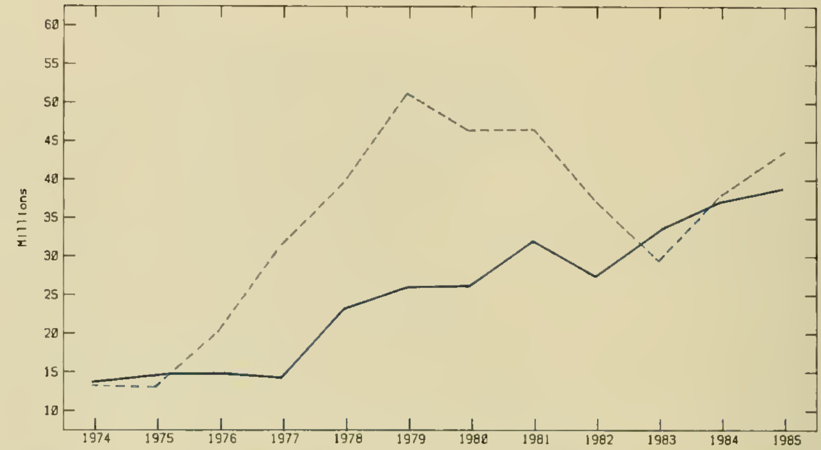
The General President's Committee is the first and the oldest of the two organizations working in the field of national maintenance agreements. It was set up in 1956 shortly after the merger of the AFL and CIO to protect working agreements already in force, and for 30 years it has built on that initial foundation.

The Brotherhood was designated as the first administrator of the program, and Reggie Moore of Local 2834, Denver, Colo., was named its first coordinator. His primary assignment was to promote the use of contract maintenance, and his office was to serve as a clearing house through which pertinent information could be brought to the attention of authorized representatives of the various international unions making up the General President's Committee.

The work increased substantially after 1971 following the adoption of a resolution giving the General President's Committee the authority to establish wage rates as a percentage of the construction rate on a project-by-project basis when necessary. The number of hours worked by Brotherhood members under this agreement steadily increased—3,590,234 manhours in 1978, 4,058,457 manhours in 1979, and 4,585,404 manhours in 1980. By 1984 the Brotherhood members had chalked up a total of 5,497,570 manhours. The total number of manhours for all trades per year has reached the 40 million mark.

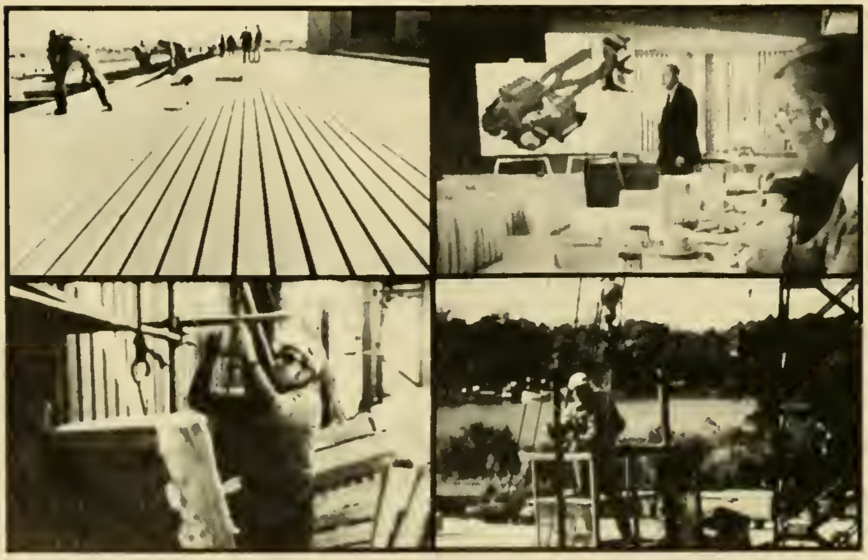
The second organization aggressively seeking contract maintenance work, which is equally important to UBC members, is the National Maintenance Agreements Policy Committee, a labor-management team established in 1970.

Manhours worked under GPs and NMAPC Agreements
IN MILLIONS OF MANHOURS, 1974–1985



Dash Line — NMAPC Agreements • Solid Line — General Presidents' Agreements

The National Maintenance Agreements Policy Committee has produced two films to help promote and sell union repair, renovation, rehabilitation, and replacement work to American industry. The latest is called "You Make the Difference." Another, produced in 1982, is entitled "Rebuilding America." Below are four scenes from these films. (The movies are available on 8mm and 16mm film and three sizes of video cassettes. For more information about them contact: General Secretary, United Brotherhood of Carpenters and the Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.)



Twelve craft unions are coordinating their maintenance-by-contract activities under the NMAPC, and their efforts, too, are paying off. Since NMAPC was established 16 years ago, it has produced more than 500 million manhours of work for Building Tradesmen and put some $80 billion of work in place.

The NMAPC is the only formal labor-management organization in this field which is incorporated as a separate legal entity. This action was taken in 1982. The organization is wholly financed by employer contributions. With offices in Rosslyn, Va., across the Potomac River from Washington, D.C., NMAPC has a fulltime impartial secretary and a staff of five. All data is computerized.

The organization anticipates adding additional staff personnel to increase the marketing activity—promoting the virtues of skilled union tradesmen among construction users.

NMAPC's labor committee meets monthly, and the full labor-management committee meets quarterly. There are 2,600 contractors and 1,100 industrial and other maintenance users participating in the program.

A unique activity of the committee is to go into areas and meet with Building Trades representatives in two-day gatherings—assessing needs and marketing strategies the first day and meeting with contractors and users the second day.

To keep the program balanced and progressive the committee periodically holds "work scope determination" sessions to clarify the work to be performed. There are also "wage modification procedures" to evaluate conditions in the industry which may warrant a unique approach concerning wage

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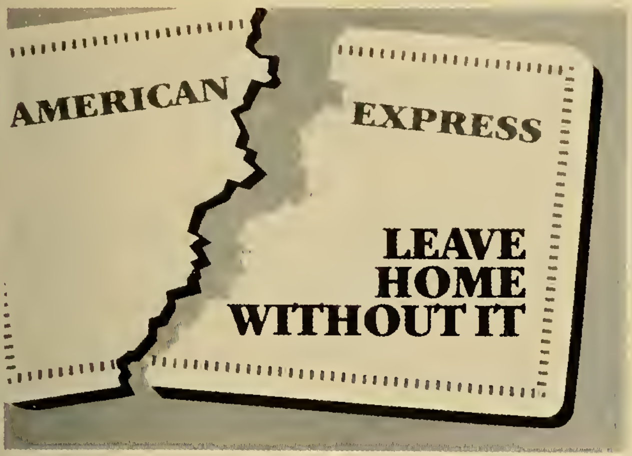


American Express Tactic of Pre-Approved Cards for Local Unions Can't Counter Boycott Momentum

The UBC consumer publicity campaign against American Express continued to gain momentum and national attention as UBC members and locals responded to the call to "Leave Home Without It." With an increasing number of union members and locals ending their business with American Express, the travel and financial services company has begun a drive to aggressively solicit new business. Such efforts are meeting with little success, as Brotherhood members are sending a clear message to American Express.

American Express, targeted for consumer boycott activity by the UBC because of its use of unfair contractors and refusal to fairly consider union contractors for its new $60 million regional credit card facility in Greensboro, N.C., is sending pre-approved credit card applications to union locals and trust funds throughout the country. In response to one such solicitation, Brother Donald R. Verhei, coordinator of the Eastern Washington-Northern Idaho Apprenticeship Trust Fund, told the company: "It is impossible for us at this time to do business with a corporation that is flagrantly disregarding union craftspeople in the construction of their corporate offices." Brother Michael V. Dillon of Local 162, San Mateo, Calif., put it succinctly to the company: "I am a proud union carpenter and the American Express Company is cutting the throats of my brothers in North Carolina. I will NOT do business with the American Express Company. Enclosed is my account and renewed credit cards, cut in two. *Cancel* my account!"

Let American Express Hear From You . . .

Mr. James D. Robinson, III
Chairman & Chief Executive Officer
American Express Company
World Financial Center
New York, New York 10285

New York Pension Conference Canceled

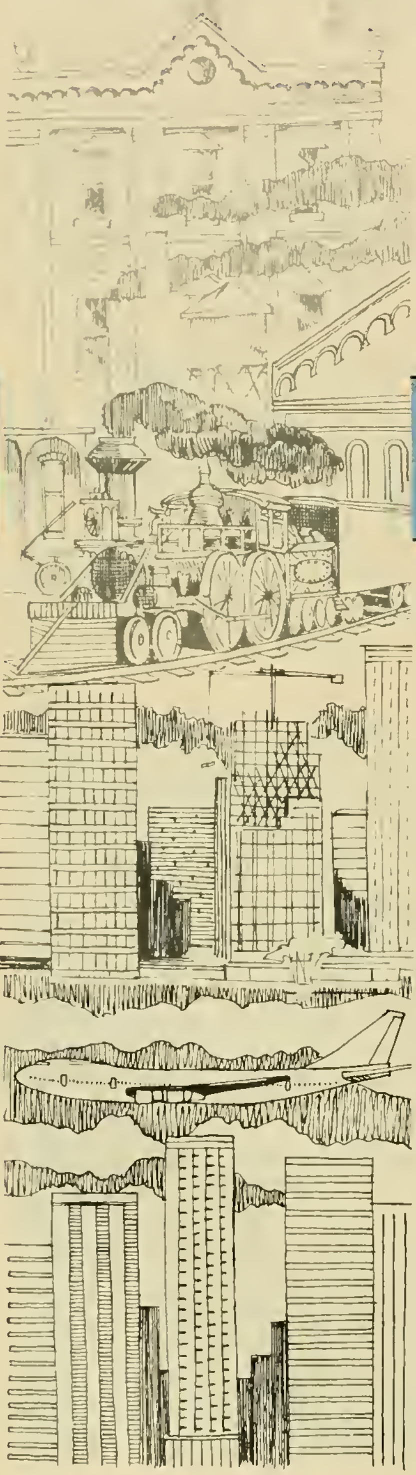
In another effort to attract union business, Shearson Lehman Brothers, an American Express subsidiary specializing in the pension fund management business, planned a statewide pension conference in New York for union pension funds entitled "A Time for Opportunity." The conference was indeed going to be a time for opportunity; an opportunity to conduct American Express consumer publicity handbilling. After the withdrawal by several planned conference speakers, the June 20 conference was cancelled.

Press Reports American Express Boycott: 'Carpenters Hammer at American Express'

Due to the fact that various American Express subsidiaries handle a considerable amount of union pension fund assets, a leading national pension publication, *Pensions & Investment Age*, recently wrote on the controversy in an article entitled "Carpenters Hammer at American Express." While the UBC American Express boycott effort is limited to the company's consumer travel services products, namely its credit cards and travelers checks, the article cited the company's relations with worker pension funds.

The *Pensions & Investment Age* article referred to the April *Carpenter*, which outlined the American Express controversy and the company's considerable union pension business. American Express conducts its pension management business through several subsidiaries, including The Boston Co., Lehman Management, Bernstein-MacCauley, Robinson Humphrey, The Balcor Co., and Shearson Assets Management.

"It is important that major construction users, such as American Express, clearly understand that if they choose to work against the interests of our members, we will aggressively respond," stated UBC General President Patrick J. Campbell, in urging members to boycott American Express products.



INFRASTRUCTURE is a big word out of your dictionary that stands for all of the permanent installations that help to keep a nation going—the highways, the bridges, the harbor facilities, the railroads, the water and sewage systems.

The word is being bandied about the U.S. Congress this year, because many legislators and public officials are realizing that all of these elements of our infrastructure are in need of repair.

As the United Brotherhood sees it, Congress must put more funds into infrastructure repairs, and the Carpenters Legislative Improvement Committee has sent a position paper **(See opposite page.)** to the Congressional Committee on Public Works and Transportation urging that it do something about this matter. CLIC has called upon all local unions and councils to alert their members to the need to write Congressman James J. Howard (D-N.J.), chairman of the committee, and other committee members, urging support and co-sponsorship of House Resolution 1776, the National Infrastructure Act, which will appropriate the necessary funds to get the rehabilitation program underway.

The UBC legislative department told Committee Chairman Howard, "The Reagan Administration talks a lot about the expanding economy, but the truth of the matter is that a vast majority of the new jobs are in the $4 to $5 per hour range. Of course, there are pockets of prosperity, but they are not widespread. Not only do we need to renew our infrastructure because it needs to be done, but because doing so will put thousands of workers to work at a decent wage. . .

"The UBC considers this to be of prime importance to its membership, and, should a bill be passed, not only would it benefit our members, it would no doubt help solve the budget deficit problems that now plague our country."

INFRASTRUCTURE
a big word, a big problem

To support H.R. 1776 and infrastructure legislation write: Committee on Public Works and Transportation, 2165 Rayburn House Office Building, Washington, D. C. 20515

Democratic Members

Glenn M. Anderson, Calif.
Robert A. Roe, N. J.
John B. Breaux, La.
Norman Y. Mineta, Calif.
James L. Oberstar, Minn.
Henry J. Nowak, N. Y.
Robert W. Edgar, Pa.
Robert A. Young, Mo.
Nick Joe Rahall II, W. Va.
Douglas Applegate, Ohio
Ron de Lugo, Virgin Islands
Gus Savage, Ill.
Fofo I. F. Sunia, American Samoa
Douglas H. Bosco, Calif.
Jim Moody, Wis.
Robert A. Borski, Pa.
Joseph P. Kolter, Pa.
Tim Valentine, N. C.
Edolphus Towns, N. Y.
William O. Lipinski, Ill.
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Kenneth J. Gray, Ill.
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Newt Gingrich, Ga.
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Guy V. Molinari, N. Y.
E. Clay Shaw Jr., Fla.
Bob McEwen, Ohio
Thomas E. Petri, Wis.
Donald K. Sundquist, Tenn.
Nancy L. Johnson, Conn.
Ronald C. Packard, Calif.
Sherwood L. Boehlert, N. Y.
Tom Delay, Texas
H. L. (Sonny) Callahan, Ala.
Dean Al Gallo, N. J.
Helen Delich Bentley, Md.
Jim Ross Lightfoot, Iowa
David S. Monson, Utah
John G. Rowland, Conn.

United Brotherhood of Carpenters & Joiners of America Position On

SAVING THE NATIONAL INFRASTRUCTURE

The problems facing the nation's infrastructure are enormous. An estimated 210,000 miles, or 11%, of our two million miles of paved roads are categorized as either deteriorating or deteriorated. **One-half of this country's 574,045 bridges are structurally deficient or functionally obsolete.** By the turn of the next century, approximately 40,000 miles of interstate, 330,000 miles of arterials, and 630,000 miles of collector roads will require capital improvements to maintain serviceability. The Department of Transportation estimates that the Interstate Highway System, which carries 20% of America's traffic, will require $500 billion in repairs in the next 10 years. That figure represents more than federal, state, and local governments spent on all public works in the 1970s.

Travel volume in the U.S. is expected to increase by 2.5% a year between now and the year 2000, meaning that **by the turn of the century our roads will have to accommodate 60% more traffic.** And the problem goes deeper. It extends to such vital, life supporting systems as urban water supply and wastewater treatment facilities.

Our national commitment to infrastructure needs is, as it should be, substantial. Highways, bridges, urban water supply systems, and wastewater treatment facilities account for 40% of all non-military capital investment expenditures by government at all levels.

Yet, for a variety of reasons, the amount of funds allocated to maintain and properly expand the infrastructure has failed to keep pace with needs.

Physical facilities do eventually wear out. **A substantial portion of our infrastructure was built to accommodate industrialization in the late 19th and early 20th centuries. Much of these water, sewer, and public transport facilities are approaching the end of their natural lives.**

As the end for these aging facilities has approached, a declining share of GNP has been devoted to infrastructure. While federal investment expenditures have averaged about 1% of GNP over the last two decades, state and local government expenditures declined from 2.2% of GNP in 1961 to 1.1% in 1981. The result is obvious: a spending shortfall of at least $5 billion a year.

The United Brotherhood of Carpenters feels that the situation has been aggravated by the policies of the Reagan Administration. For example, between 1980 and 1982, federal public works outlays, including grants to local governments, were reduced to 85% of what had been authorized by existing statutes. While some of the federal decrease was absorbed by state and local governments, overall public works construction outlays declined from $29 billion to $26 billion, or 10%. **Accounting for inflation, total public works spending in 1982 was some 25% below the level of the late 1970s.**

The Surface Transportation Act of 1982, which went into effect in January 1983, provided a needed boost to highway construction and maintenance. Restoration and rehabilitation of existing federal highways has reached a level 120% above that before passage of the Act. Reconstruction of some 3,000 miles of outmoded highway has been initiated each year since passage of the Act. Resurfacing projects are up almost 80%. **Federal construction awards for highways, roads, and streets increased by 33% in 1983 over 1982. But it was simply not enough, and these federal awards in 1984 were below those in 1982.**

The Administration's fiscal year 1987 budget proposals would further hinder the effort to build and maintain our vital infrastructure. Funding for major highway programs is proposed to be just $12.8 billion in 1987, some $2.6 billion below current levels. The proposal includes a plan to phase out federal grants for construction of sewage treatment plants. Overall, the Administration is seeking to cut the Department of Transportation budget by some 20%. Included are proposed cuts of $13.5 billion in Federal Highway and Mass Transit spending between 1987 and 1991. These cuts are wrong.

The American public knows, understands, and is acting to alleviate the chronic funding shortfall in infrastructure needs. Last November a record of $4.62 billion in state and local bond issues were passed; voters approved 70% of all bond issues placed before them.

The American public knows and understands a strong, modern, and sound infrastructure leads to increased productivity, income, business activity, and general economic expansion. When a bridge collapses or is limited to light vehicles, when speed limits must be curbed on secondary roads because of bad roadbeds, when trains have to slow to 20 miles per hour because of bad track, our economy slows correspondingly.

In addition to paving the way for general economic growth and well being, maintenance of the infrastructure creates its own economic benefits. It has been estimated that fixing all the bridges in the U.S. in need of repair would create 100,000 jobs. Maintaining the present condition of highways and roads through 1995 will employ more than half a million people. Repair, modernization, and expansion of railroad track to keep up with increased traffic between now and 1990 can produce 241,000 jobs per year. The dredging of just six Atlantic and Gulf Coast ports to handle cargo ships of up to 150,000 tons would employ 44,000 people per year. Meeting the basic repair needs of water supply systems in the nation's urban areas would generate at least 50,000 jobs.

For far too long, America has been under-investing in the very fabric of our economic and social framework. Gradually in recent years the American public has become aware of this fact, and shown the willingness, both on the local and national level, to rectify the situation. Now is not the time to cut federal public works programs. Now is the time for the federal government, working in partnership with state and local governments, to push ahead and restore to greatness our precious infrastructure.

Washington Report

PRODUCTION INCREASES

U.S. industrial production inched up 0.2% in April, the first increase since January, the Federal Reserve Board reported.

The increase, which reflected a rebound in motor vehicle production, followed revised production declines of 0.7% in March and 0.8% in February. The revisions made the February-March decline the steepest two-month drop in output since September and October 1982 during the deep recession.

Production of business equipment rose in April after dropping the two previous months. But output of oil and gas well drilling equipment and of construction, mining, and farm equipment continued to decline.

JOBLESS TOPS 6% IN 34 STATES

Unemployment rates were above 6% in 34 states and 8% or higher in 21 states in March, the Bureau of Labor Statistics reported.

Six states reported double-digit jobless rates: Louisiana, with 13.1%; West Virginia, with 11.7%; Kentucky and Alaska, with 11.3%; Mississippi, with 11.2%; and Wyoming, with 10.6%. Colorado did not report labor force data for March.

Over-the-year decreases in unemployment rates were reported in 29 states, with decreases of 1 percentage point or more in nine states. West Virginia had the largest decline, with a 3.3 percentage point drop.

Unemployment rates increased 1 percentage point or more from March 1985 through March 1986 in Illinois, Kentucky, Louisiana, and Texas. Wyoming had the largest increase of 2.2 percentage points. Maine, Montana, and South Carolina reported no change over the year.

BLS said non-farm payroll employment increased over the year by 2% or more in 29 states. Arizona, Arkansas, New Hampshire, Vermont, and Virginia had the most job growth over the year, with increases in excess of 4%.

Illinois, Louisiana, North Dakota, and Oklahoma reported decreases in employment over the year.

FIRST CHAPTER FOR FUND

The first local chapter of labor's new health agency, The Workplace Health Fund, has been formed in the Washington area.

The fund is not an operating agency but a foundation which develops and mobilizes support for programs to be conducted by the local community locally and labor affiliates nationally.

The Workplace Health Fund, the only voluntary agency specializing in occupational disease research and education, has been approved as a participant in the United Way/One Fund Campaign and the Combined Federal Campaign.

LOST EXPORT JOBS

The number of U.S. jobs either directly or indirectly related to exports fell by 1.8 million or 25% between 1980 and 1984, a Commerce Department study finds. "Full-time equivalent jobs generated by U.S. goods exports peaked in 1980 at 7.2 million. then declined through 1984 by 25% to slightly below 5.5 million jobs. This includes both jobs directly and indirectly required to produce exports," the report says.

Three major factors accounted for the loss of 1.8 million export-generated jobs, the study concludes. About 900,000 were lost due to the decreased export volume over the 1980-84 period, 700,000 due to productivity growth, and 200,000 due to increased use of imported raw materials, parts, and components, says Commerce analyst Lester Davis, author of the report.

Davis explains that the sizable job loss attributed to productivity gains means that it took 700,000 fewer jobs to produce the same export volume in 1984 than it took in 1980. On the positive side, there were quality improvements in exported products and technological advances that enabled U.S. industries to strengthen their market positions.

High-tech industries increased their share of export-related employment in manufacturing—from 27% in 1980 to 32% in 1983 and 30% in 1984.

PLANT CLOSING NOTICES

A large majority of private firms experiencing plant shutdowns and mass layoffs are providing their employees with at least three months of notice as well as health insurance assistance, according to a Conference Board survey of firms in all major sectors of the U.S. economy. Some 44% of the 512 firms responding to the survey reported at least one closure during the time period studied—January 1982 to January 1985—and 59% experienced either substantial layoffs or a closure. Of businesses that reported a closing, 88% said they provided employees with advance notice.

Ronald Berenbeim, author of the study, says that while there is no clear-cut strategy to guide companies in dealing with shutdowns, the study showed a strong consensus that programs should contain four major ingredients—advance notice, severance pay, extended health care benefits, and outplacement help. Some 79% of firms extended health care benefits for displaced workers for varying lengths of time. More than 50% gave outplacement aid, but only a small percent offered retraining.

Profit Performance Continues to Falter

• *Wood Products Resurgence Fails to Benefit L-P*

With the drop in interest rates producing a strong homebuilding surge throughout the country, companies in the woods products industry are reporting strong earnings performances. A notable exception to the trend is Louisiana-Pacific Corp. which continues to struggle. A financial scorecard of thirty of the largest forest products producers prepared by *Business Week* magazine indicates that L-P's sales performance for the first quarter of 1986 produced the lowest profit margin in the industry.

L-P's 0.4% profit margin was considerably below the industry average of 3.1%, as was its 12-month earnings per share performance of $.73 compared to an industry average of $2.10. Another measure of financial comparison in the survey was the company's return on capital performance, a measure of operational efficiency and profitability. On this score, L-P was again rated the lowest in the industry. The weak first quarter performance follows the company's 39.6% profit decline in 1985.

• *Boycott Action Continues to Take Heavy Toll*

L-P's weak economic performance is due in large measure to the continued effectiveness of the boycott efforts of Brotherhood members. In the Pacific Northwest, store surveys by UBC business agents at outlets of Fred Meyers Inc. indicate that L-P waferboard and other lumber products are no longer stocked at the stores. Fred Meyers Inc., with nearly 100 retail outlets in the Pacific Northwest states, has been a key retail site for L-P boycott handbilling reported Marc Furman, UBC representative and boycott coordinator for the region. Furman indicated that with many of the Fred Meyers stores in close proximity to struck L-P mills, consumer response to the boycott call has been particularly strong.

• *L-P West Coast Waferboard Production Stalled Two Years*

For over two years, L-P has been seeking to build new waferboard mills to supply the lucrative California market. Despite these efforts, the company has yet to produce a single sheet of its waferboard product in the West. In California, problems with legal compliance under the California Environment Quality Act brought to light by UBC Local 3074 have precluded any construction. In British Columbia, a generous package of government grants promised L-P in exchange for a commitment to locate in the province is now coming under close scrutiny as details of the package are slowly being made public.

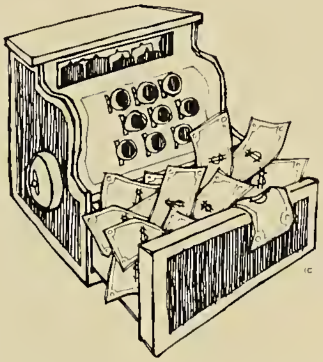
A letter from L-P to the British Columbia government seeking special concessions provides a good glimpse of both the marginal profitability associated with these mills and L-P's greed. L-P's laundry list of demands reads in part:

"2. Required capital cost loan—$25 million American. We would request that there is a moratorium on interest and principal payments for the first three years and then payments to commence at a rate ½ the then prime rate.
"3. We would anticipate no stumpage costs on Crown Lands.
"4. We would require the land for the site at no cost.
"5. We would need a rail spur to be built at cost to the railroad.
"6. A five-year provincial income tax holiday.
"9. We would expect to buy power at 50% of the published industrial rate."

Despite L-P's efforts to secure special deals with communities such as that indicated above, and their efforts to impose substandard work conditions in their mills, the company still cannot turn a respectable profit.

What L-P's Chairman Harry Merlo says:

"I expect all of our managers to devote time to their communities. It's not only helpful to the communities, but it helps the managers grow and live up to their potential. That's why legislation designed to balance the budget, such as Gramm-Rudman-Hollins, makes so much sense. We'll all have to take up the slack from pared-back government programs. And we'll be better off for it. In effect, it forces corporate America and American individuals to stand up for their fellow man on a neighborhood basis, rather than continuing to rely upon federal subsidies."



What Louisiana-Pacific Corporation DOES:

L-P is the prime beneficiary of U.S. taxpayer-subsidized below-cost timber sales in Alaska.

L-P recently sought a Clean Water Act exemption for its Alaskan pulp mill to avoid millions of dollars of environmental clean-up costs.

L-P is one of the beneficiaries of a $600 million timber contract bailout pushed by Forest Service boss, John Crowell, who was formerly L-P's general counsel.

L-P received nearly $18 million of federal and state grants, low-interest loans, and a federal Urban Development Action Grant to build its $18.5 million waferboard mill in Two Harbor, Minn.

L-P received several million dollars of Urban Development Action Grants to build mills in Grenada, Miss. and McMillan Township, Mich.

CONTRACTORS building L-P's waferboard mill in Dungannon, Va., receive federal JTPA money to pay construction workers on the project.

Ottawa Report

CARR TO LEAD CLC

The Canadian Labour Congress wrote a new chapter in trade union history when delegates to the 2.2-million-member body's biennial convention elected Shirley Carr as president, the first woman to head a national labor body in the western world.

Carr, a member of the Canadian Union of Public Employees, the nation's largest public sector union, has been an officer of the CLC for the past 12 years. She was chosen by acclamation to succeed Dennis McDermott of the Auto Workers who stepped down after eight years to accept appointment as Canada's ambassador to Ireland.

In her acceptance speech Carr said she was "appalled" at the government's free trade-privatization-deregulation agenda and praised the CLC for turning the public spotlight "on these policies which not only undermine the social and economic fabric of our Canadian society but attack the very foundation of our sovereignty and our distinctive Canadian way of life."

PICKET LINE CONDUCT

Striking workers cannot be disciplined for conduct on a picket line, the Canada Labour Relations Board has ruled in a tough judgment ordering the reinstatement of three workers fired during the recent walkout at Pacific Western Airlines Ltd.

The airline had fired three flight attendants during the bitter strike. Two had been involved in a Vancouver incident in which a fellow worker who crossed the picket line was called a scab.

The other worker was fired for tying up PWA phone lines in Calgary with abusive nuisance calls.

But a board judgment written by vice-chairman Hugh Jamieson had stern words for PWA's actions.

"Confrontation and disruption of the employer's operations is the name of the game and it is indeed inappropriate for the employer to judge the conduct of employees who are compelled by the very nature of our adversarial industrial relations system to act contrary to the interests of the employer," the board wrote.

"FREE" TRADE COSTLY

Canada is exposing itself to a "heads they win, tails we lose" situation in its free-trade negotiations with the United States, says Edward Broadbent, leader of the federal New Democratic Party.

"All Canadian interests are up for grabs, yet the crucial U.S. Senate power (to take actions against Canadian imports) will remain untouched," said Broadbent.

Broadbent said the Canadian public's support for a free-trade arrangement with the United States is waning, and he urged the labor movement to apply all the pressure it can muster against the federal Progressive Conservative Government.

"The government has been seen to back down in the face of public pressure," Broadbent said.

Broadbent said free-trade opponents are not anti-trade or anti-American.

However, Broadbent said jobs and the Canadian way of life would be threatened if U.S. companies had unfettered access to Canadian markets.

PROPOSED JOBSITE RULES

Responding to pressure from the construction industry, the Ontario Labour Ministry has proposed new regulations to control jobsite alcohol and drug abuse.

If approved, it would be the first time that industry officials could "police" jobsite alcohol and drug abuse under the Occupational Health and Safety Act—Regulations for Construction Projects.

At present, the eight-year-old act is under review. The drug and alcohol proposal is part of a broad package of amendments that have been suggested by the ministry in an effort to revise the current construction regulations.

Labor and management officials representing all sectors of the construction industry were asked to respond to the ministry's latest proposals by mid-April.

It was the industry's last chance to comment on the amendments before the ministry drafts its final regulations later this year.

OVERHAUL IN NEWFOUNDLAND

In a rare moment of labor-management harmony, an advisory committee made up of representatives of the Newfoundland construction industry and construction trades has unanimously recommended a thorough overhaul of the province's labour practices.

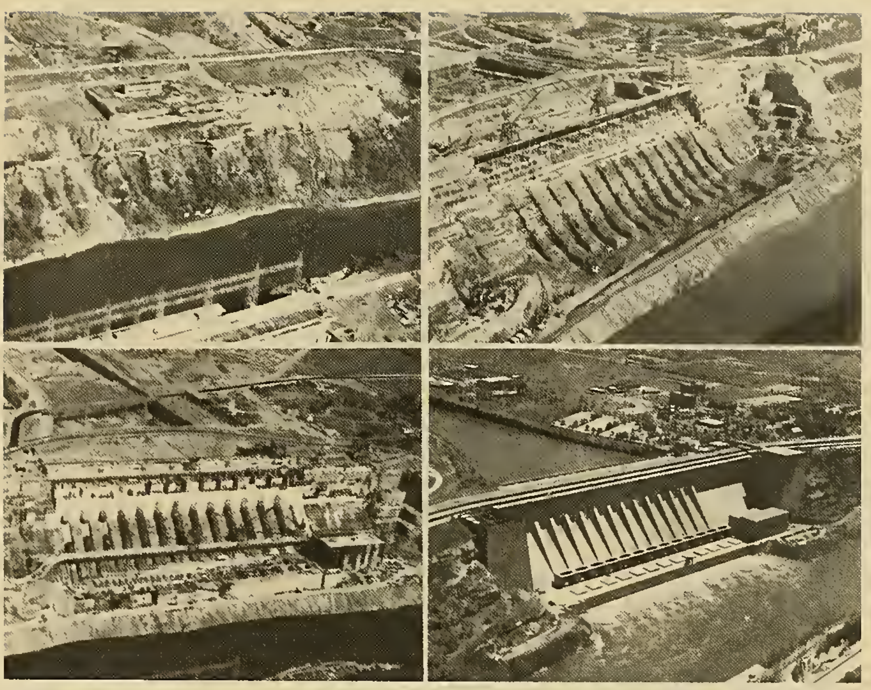
The three-man Construction Industry Advisory Committee was appointed to look into four areas of potential labor conflict, particularly those which are seen as adversely affecting anticipated oil-related construction.

Of the labor practices examined by the Advisory Committee, the most controversial by far is that of "double-breasting," or "spin-off" hiring by which contractors set up dummy corporations to facilitate the hiring of nonunion workers.

Though double-breasting was virtually unknown in the province five years ago, it is currently estimated to affect anywhere from 60% to 90% of the province's construction industry. Between January and July 1985 alone, 60 new "general contracting" companies were incorporated in Newfoundland as a means of evading unionized labor.

Niagara Power Project Hosts Union Reunion

Senior Members of the UBC Honored at Anniversary Celebration



The photos from top left to bottom right show the construction of the New York Power Authority's Robert Moses Niagara Power Plant in 1958, 1959, and 1960 and the completed plant in 1961. Electricity was produced at the Moses plant, the main generating plant of the New York Power Authority's Niagara Power Project, in early 1961, less than three years after start of construction.

There's a big reunion in upstate New York on July 31, and 11,700 union construction workers are invited.

The get-together is part of the New York Power Authority's year-long celebration of the Niagara Power Project's 25 years of operation, and everyone who worked on the big all-union project is welcome. That includes a few thousand senior members of the UBC and the Brotherhood's General President Pat Campbell, who chaired the labor-management committee.

The 2,400,000-kilowatt hydroelectric project, one of the largest power producers in the world, was dedicated February 10, 1961. At the time it was the largest non-federal public power undertaking in the nation. When President John F. Kennedy participated in its dedication, he called it "an example to the world of North American efficiency and determination."

It was a marvel of the age. It was designed to harness the U.S. share of the Niagara River waters available for power production under a 1950 treaty with Canada. More than 10,000 Building and Construction Tradesmen moved a mountain of dirt and rock and relocated roads and utility lines to pave the way for its construction. Power began flowing from the huge project within three years of breaking ground, thanks to Building Tradesmen working round-the-clock shifts, seven days a week, despite Western New York's harsh winters.

The project is even more important now than it was then. Today, its output goes to seven states in addition to New York, reaching consumers in Vermont, Massachusetts, Connecticut, Pennsylvania, New Jersey, Rhode Island, and Ohio.

The New York Power Authority charges less for electricity today than it did 25 years ago—about four-tenths of one cent for each kilowatt hour.

Work on the project was divided into six parts, each handled by a separate contractor. The first four involved contruction of twin water intakes on the upper Niagara River, four miles of underground conduits and the project's open forebay. The two other principal construction jobs were the main generating plant and the auxiliary pump generating plant.

25 Years of ... and Progress
NewYorkPower Authority

Paul F. Cole, legislative director of the New York State AFL-CIO, addresses the 25th anniversary celebration of first power from the New York Power Authority's Niagara Power Project. Cole called the hydroelectric project, one of the largest in the world, "a testament to the workers who built it."

Despite the severe winter weather battering the work force, not a day was lost to the elements.

Men and machines worked around the clock—in mud, ice, snow, sleet, fog and rain—to maintain the tight construction scheduled.

Thousands of tons of earth and rock were blasted loose from the Niagara gorge wall to prepare the site for the concrete and steel power plant. Then, with the weather at its coldest, the workers placed heated concrete in the powerhouse and covered it with giant sheets of polyethylene to prevent freezing.

Much of the work was performed in developed areas where crews had to coexist with homes, factories, railroad tracks, and utility lines, avoiding them to the extent possible while getting the job done.

Parts of eight major traffic routes were relocated. And 76 houses in the path of the conduits were transported by trailer to the Town of Niagara, where the Power Authority literally created a new neighborhood.

Thursday, July 31, is the date set for the silver-anniversary reunion that will honor the men and women who built the Niagara Power Project.

Continued on Page 30

Brotherhood Launches Credit Card Plan for Members

Last month, the United Brotherhood launched a pioneering credit-card plan designed to put reasonable credit terms within the reach of the UBC's three-quarters of a million members.

Using a special VISA card, with an annual fee of only $20 and an interest charge of 17.5%, much lower than the rate most banks offer, the plan is administered by the State Street Bank and Trust Company of Boston. The bank, which employs union members, will service and maintain the cards and defray most of the marketing expenses.

In a unique tie-in arrangement, the Diabetes Foundation will receive $5 from every VISA cardholder out of the annual fee and five cents from every purchase made with the VISA card, at no expense to the cardholder.

The Boston bank will administer the plan with the Working Assets Money Fund, which is based in San Francisco, Calif., and which has had long experience in servicing union investment programs.

To become a part of this low-rate and financially-sound credit-card plan, fill out the application form below and mail it to: UBC VISA, Suite 200, 230 California Street, San Francisco, Calif. 94111.

If you have questions concerning the UBC VISA card program, call collect 415/788-0777 in San Francisco, Calif., 8:30–6:00 Pacific Time.

UBC VISA® CARD

ACCOUNT REQUEST FORM

PLEASE PRINT CLEARLY, FILL OUT COMPLETELY AND ACCURATELY, AND SIGN

YOUR PERSONAL INFORMATION

PRINT FULL NAME AS YOU WISH IT TO APPEAR ON CARD — FIRST — MIDDLE INITIAL — LAST

YOUR HOME ADDRESS NUMBER AND STREET

CITY, STATE ZIP CODE

SOCIAL SECURITY NUMBER

DATE OF BIRTH MO/DAY/YR

HOME PHONE AND AREA CODE ( ) — ☐ OWN HOME ☐ RENT HOME — YEARS THERE

PREVIOUS HOME ADDRESS — YEARS THERE

CITY, STATE ZIP CODE

ABOUT YOUR INCOME

ANNUAL INCOME

You need not include spouse's income, alimony, child support, or separate maintenance payments paid to you if you are not relying on them to establish credit worthiness

ABOUT YOUR JOB

BUSINESS NAME OR EMPLOYER — YEARS THERE

BUSINESS ADDRESS NUMBER AND STREET

CITY, STATE ZIP CODE

BUSINESS PHONE AND AREA CODE ( ) — EXT

YEARS AT JOB — POSITION — TYPE OF BUSINESS

PREVIOUS EMPLOYER — YEARS THERE

LOCAL UNION

ADDRESS

PHONE

FOR FREE ADDITIONAL CARDS

Would you like to request an additional card for a member of your family or household at no additional cost? ☐ YES ☐ NO

IF YES, FULL NAME OF USER — RELATIONSHIP

SIGNATURE OF AUTHORIZED USER

YOUR CREDIT REFERENCES

CHECKING ACCOUNT NO. — ☐ JOINT ☐ INDIVIDUAL — BANK NAME CITY & STATE — BALANCE

SAVINGS ACCOUNT NO — ☐ JOINT ☐ INDIVIDUAL — BANK NAME CITY & STATE — BALANCE

DO YOU ☐ OWN YOUR HOME? ☐ RENT? — NAME OF MORTGAGE BANK OR LANDLORD — CITY & STATE

PURCHASE PRICE — AMT MORTGAGED — MORTGAGE BALANCE — RENT OR MORTGAGE PAYMENT — ACCOUNT NO

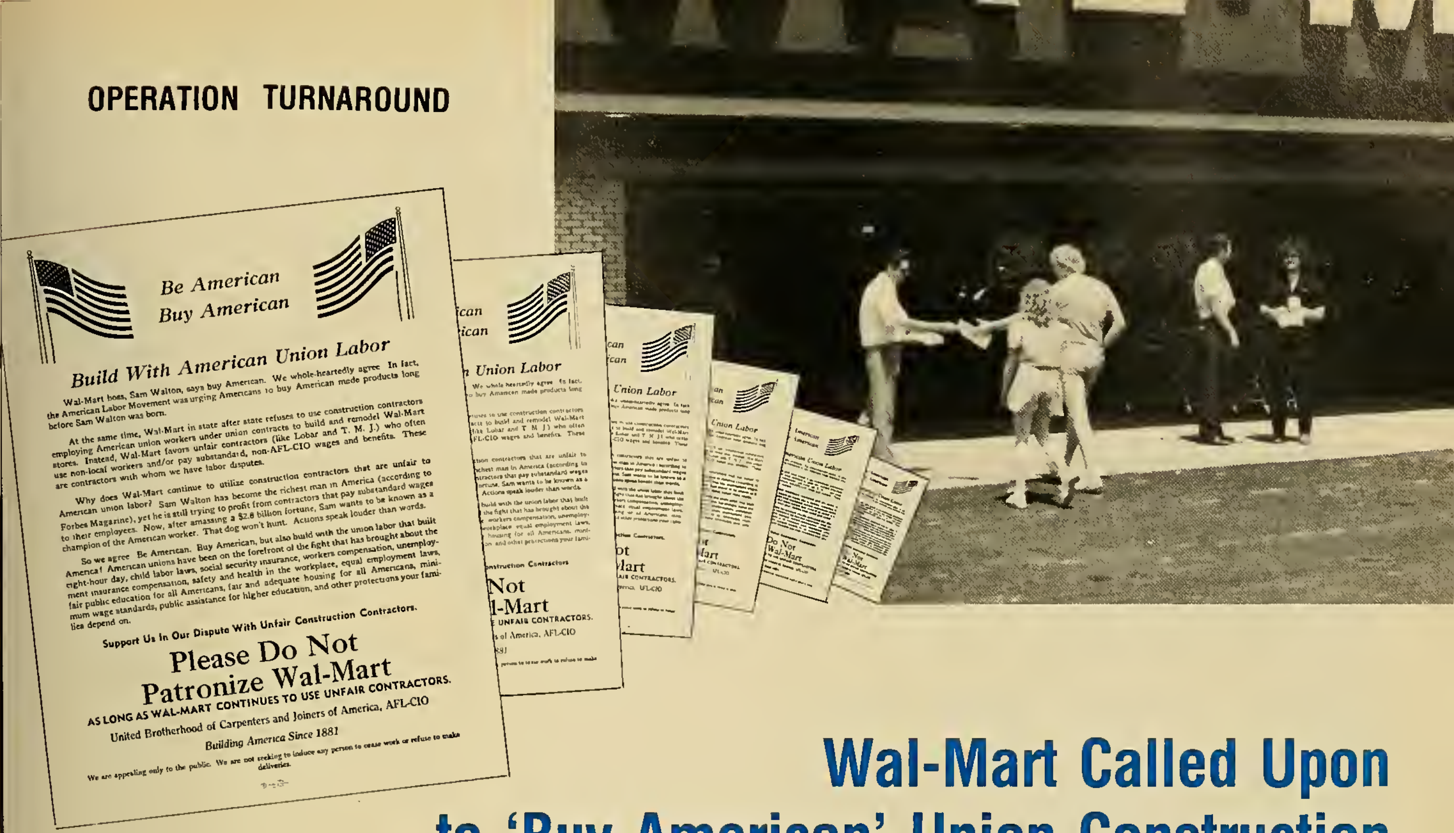
LIST ALL LOANS OR CREDIT CARD ACCOUNTS HELD IN YOUR NAME OR JOINTLY

BANK OR CREDITOR	CITY & STATE	ACCOUNT NO	NAME ON ACCOUNT	BALANCE	MO. PMT.

PLEASE SIGN THIS AUTHORIZATION

Everything that I have stated in this application is correct to the best of my knowledge. I understand that you, State Street Bank and Trust Co., will retain this application whether or not it is approved. I authorize you to make oral or written inquiries about my credit and employment history, and to answer questions about your credit experience with me. I will be responsible for an annual fee as stated in the accompanying material and as described in the cardholder agreement

APPLICANT'S SIGNATURE — DATE



Be American
Buy American

Build With American Union Labor

Wal-Mart boss, Sam Walton, says buy American. We whole-heartedly agree. In fact, the American Labor Movement was urging Americans to buy American made products long before Sam Walton was born.

At the same time, Wal-Mart in state after state refuses to use construction contractors employing American union workers under union contracts to build and remodel Wal-Mart stores. Instead, Wal-Mart favors unfair contractors (like Lobar and T. M. J.) who often use non-local workers and/or pay substandard, non-AFL-CIO wages and benefits. These are contractors with whom we have labor disputes.

Why does Wal-Mart continue to utilize construction contractors that are unfair to American union labor? Sam Walton has become the richest man in America (according to Forbes Magazine), yet he is still trying to profit from contractors that pay substandard wages to their employees. Now, after amassing a $2.8 billion fortune, Sam wants to be known as a champion of the American worker. That dog won't hunt. Actions speak louder than words.

So we agree. Be American. Buy American, but also build with the union labor that built America! American unions have been on the forefront of the fight that has brought about the eight-hour day, child labor laws, social security insurance, workers compensation, unemployment insurance compensation, safety and health in the workplace, equal employment laws, fair public education for all Americans, fair and adequate housing for all Americans, minimum wage standards, public assistance for higher education, and other protections your families depend on.

Support Us In Our Dispute With Unfair Construction Contractors.

Please Do Not
Patronize Wal-Mart

AS LONG AS WAL-MART CONTINUES TO USE UNFAIR CONTRACTORS.

United Brotherhood of Carpenters and Joiners of America, AFL-CIO

Building America Since 1881

We are appealing only to the public. We are not seeking to induce any person to cease work or refuse to make deliveries.

Wal-Mart Called Upon to 'Buy American' Union Construction

National construction organizing effort aimed at discount department store industry

UBC locals in over 60 cities across 21 states participated in what was likely the largest single leafletting campaign ever conducted by the Brotherhood. Over 150,000 leaflets were distrubuted in a three-day period marking the first phase of a campaign which began May 1, 1986. The handbills informed the public of the Brotherhood's dispute with contractors doing work on Wal-Mart stores.

Wal-Mart is a rapidly growing discount chain owned by Sam Walton, reportedly America's richest man with personal assets of some $2.8 billion. The stores are located primarily in small cities and towns in the Midwest, South, and Southwest.

Earlier this year, Wal-Mart kicked off a "Buy American" campaign in an effort to attract consumers. The leaflets addressed the Brotherhood's compliance with the buy-American issue, but called into question the company's real motives as an owner utilizing predominantly non-union construction contractors. "Be American—Buy American—Build With American Union Labor," the handbills proclaimed.

Initial response was surprisingly favorable, as indicated by survey forms sent in from local unions in the leafletting areas. Press releases sent out to every major media source in the location of the targeted stores generated fair and often positive coverage. Press response was heaviest in Wal-Mart's home state of Arkansas, where local sources requested a conference with local UBC leaders.

While it is not expected that the campaign will have a major impact on Wal-Mart, the larger goal is to capture the attention of major owners in the retail chain department store industry as they make plans to expend the projected billions of dollars for store construction and renovation.

UBC members turned out in many parts of the South and Midwest to protest Wal-Mart's use of non-union contractors. At the top: Local 943 Business Manager Gerald Beam, Assistant Business Manager Ron Weidman, and Gerald Griffin distribute leaflets in Claremont, Okla. Below left: John Nichols and Gary Gansner of Local 2214 and James Waddington, Local 1596, in the St. Louis, Mo. area. Center: Randall Parks, Local 1672, in McCook, Neb. Lower right: Pete Hammond and Wm. Hammond of Local 2214 with young Zachary Nichols in Desoto, Mo.

Labor News Roundup

'85 Construction materials and labor costs at 15-year low

The cost of construction materials and labor across the United States increased an average of 1.7% in 1985, it was reported recently by the Cost Information Systems Division of McGraw-Hill Information Systems Co. The rise was the lowest in 15 years.

The greatest cost jump for the period, 3.2%, was in the six New England states. The lowest increase, 0.7%, was registered in the Pacific Coast and Rocky Mountain states.

Full employment policies reduce unequal pay

Employers say that providing equal pay for women will force bosses to fire women because they will be too expensive.

However, countries with a small gap in the pay of women and men actually have lower unemployment rates than some nations where men earn much more than women.

In Canada women earn roughly 64¢ for every dollar men earn. Yet in Sweden, where women average 90% of men's earnings, the unemployment rate has averaged 2% for more than 40 years.

A new study by University of Minnesota industrial relations specialist Dan MacLeod notes that full-employment policies by governments actually serve to reduce the gap in pay between the sexes. As a rule, he also found, the countries with the highest percentage of the work force in unions had the lowest gap in male and female pay.

Kodak won't pay rehired workers full wage

In Rochester, N.Y., the great brainstorm of the billion-dollar Kodak Co. bosses backfired, and they beat a hasty retreat while the workers chuckled. The bosses encouraged workers to take early retirement to slash costs and also maybe to get rid of militant union workers. But the brilliant inspiration failed. Kodak had to plead with the laid-off workers to please come back. But still management had to display its anti-worker bias. It insisted on the lowest entry-level pay for even the most veteran workers.

Coor's cooler off the market in four months

Although the wine-cooler market is growing faster than any other beverage market, Adolph Coors Co.'s version of a wine cooler, Colorado Chiller, has been pulled out of test markets across the country less than four months after its introduction. Coors is the target of a boycott by organized labor.

Union-made flags fly around the world

In Verona, N.J., the Annin Co., the world's largest, oldest, and most famous flag manufacturer is 100% union—the United Textile Workers. An oddity of this $70 million-a-year industry is that the union men and women also make the flags of 40 other nations, not to mention the U.S. flags that went to the moon on Apollo 11 and Apollo 12. The 400 workers turn out 5 million flags a year and 500 flag products. Among their other chores have been flags for the Saudi Arabian Navy and the Nigerian police force. But probably the product they're most proud of is the world's largest free-flying flag, 5,400 square fleet, that hangs on the New Jersey side of the George Washington Bridge across the Hudson River.

UAW-Saturn agreement is upheld by NLRB

The general counsel of the National Labor Relations Board has upheld a contract between the United Auto Workers and Saturn Corp., a new subsidiary of General Motors Corp., which sets up a unionized company in the right-to-work state of Tennessee.

The ruling by Rosemary M. Collyer gives GM and the UAW permission to proceed with an ambitious, $5 billion project to produce 500,000 small cars annually, beginning in 1990, at facilities now under construction in Smyrna, Tenn.

The ruling also represents a major setback for right-to-work advocates, who have argued that the UAW-Saturn contract contradicts Tennessee's "open shop" law, which gives workers the right to hold jobs without belonging to a labor organization.

Under the terms of the contract, approved last July 26 by Saturn officials and the union's executive board, UAW-represented workers currently employed at other GM facilities in the United States would receive preferential treatment in hiring at the new company.

The contract also guarantees "permanent job security" for at least 80% of the UAW-represented workers who would be hired at the Saturn complex.

UAW holds off decert attempt

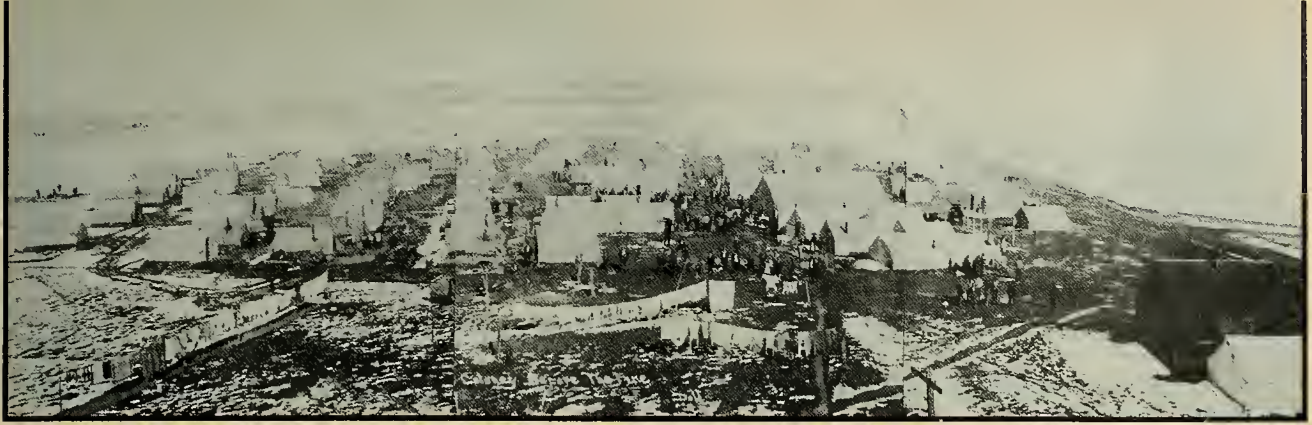
Members of Auto Workers Local 2008, Willmar, Minn., defeated a decertification attempt by First American Bank and Trust despite what union officials described as intense pressure from management to convince the workers to reject the union. The town is the home of the "Willmar 8," a group of women who mounted a long, but ultimately unsuccessful, attempt to organize the Citizens National Bank there. The UAW added the "8" in the local number in honor of these women, whose struggle brought nationwide union support and won public attention through a movie later made about the fight.

Union-hall disaster centers increase along Pacific Coast

Among the more recent additions to the ranks of union halls prewired as disaster service administration centers under the AFL-CIO Community Services/American Red Cross Disaster Coastline Project are 13 in the West. They include: one in Seattle, Wash.; two in the Tri-Cities Area of Washington State (Kennewick and Richland); two in Portland, Ore.; two in Salt Lake City, Utah; two in Northern California (Concord and Martinez) and four in Southern California (Bloomington, Pomona, Riversaide and San Bernadino). These bring the present total of project sites to 138 facilities representing 25 unions, including the UBC, in 85 cities in 31 states.

Newly organized union in Vatican City

In Rome, Italy, after thousands of years, trade unionism came to one of the world's tiniest countries, the 30-acre state of Vatican City. How many members could be eligible? The Vatican State employs 2,500 people, mostly in administrative services centered around the Roman Catholic Church. The new union, the Association of Vatican Lay Workers, with 1,700 members, is now affiliated with the International Confederation of Free Trade unions. It seems unions don't differ very much between the Holy City and elsewhere. The Vatican union's first initial pay demands "fell on deaf ears." But most recently, five of the union's eight demands were agreed to. One of the most important demands conceded by the Vatican was a 50% increase in the minimum wage. One question that doesn't worry unions in other countries presses heavily on the union in the Vatican—will God be on their side?



Tragedy at Ludlow

In the April issue of the *United Mine Workers Journal*, there was a commemorative piece on the tragedy that occurred in Ludlow, Colo., on April 20, 1914. The article reminds us of the struggle our forebears fought for a decent wage and a safe workplace. It also brings to mind, all too clearly, the tactics used by anti-union employers to prevent unions from obtaining justice on the job.

When the UMWA struck the powerful Colorado Fuel and Iron Co. in 1913, the company retaliated by evicting striking families from their homes, forcing more than 1,000 to move into canvas tents set up by the union near Ludlow.

The workers did not have the power, the wealth, or the political clout that the company had and drew upon in the struggle. Colorado's governor sent in armed guards and the state militia to aid the company strike-breakers—but the miners had determination and strong leadership on their side.

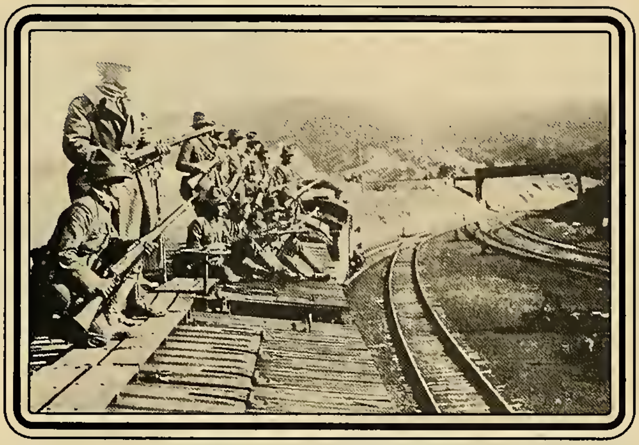
Among the leaders were Louis Tikas, a Greek striker, and "Mother" Jones. The community of strikers grew stronger and closer as they braved the bitter winter of 1913–1914 in their tents. "Mother" Jones was often found making inspiring and uplifting speeches or clothing the strikers' children.

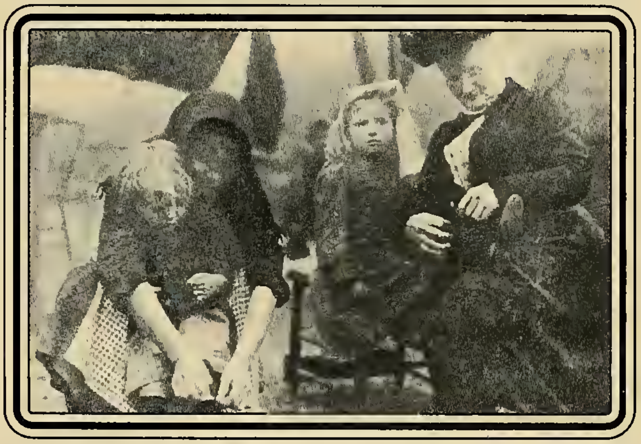
Easter fell on April 19 in 1914, and many families celebrated the holiday and the approach of spring. But their celebration was short-lived. The next day, April 20, guards and militia attacked the colony with machine guns, brutally firing rounds into the tents.

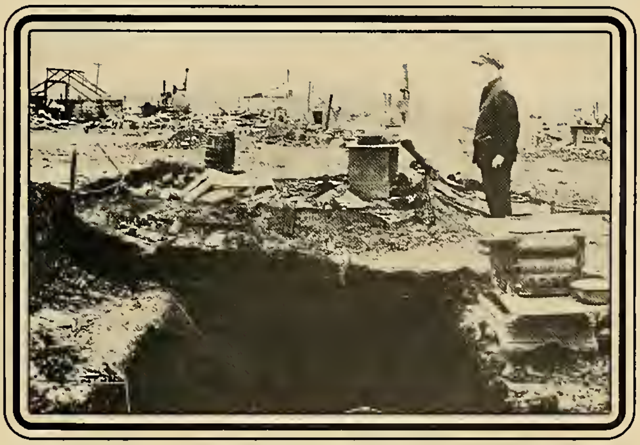
While the strikers tried to defend themselves and their families, the women and children ran into the cellars that had been dug beneath the tents as a refuge in case of attack. But the guards showed no mercy. After their shooting spree, they set the tents afire, and 11 children and two women died as a result. Seven men were killed in the fighting, including Tikas.

The funeral procession that followed Tikas' body to his burial was a sight to see. It stretched for a mile behind him—a tribute to his work.

Several years after the Ludlow tragedy, the UMWA established a permanent monument to honor the sacrifice made by the coal miners and their families there. Every year on April 20 there is a gathering to remember the brutal attack . . . and to be thankful for the successes unions have achieved since then.







From top: A view of the tent colony in Ludlow, Colo., during the winter of 1913–1914; The Colorado state militia riding along the top of boxcars to keep the workers in line during the strike; A legend at work—"Mother" Jones made rousing speeches and brought clothing for the children of the strikers; A young man surveys the desolation left behind after the fire and the raid.

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mounts Not Paid For Longer Stays!

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plies Both In & Out Of The

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SENIORSHIELD '86 covers health care you receive in the Hospital...your Doctor's Office...at skilled nursing Convalescent Facilities, paying those costs not covered in full by Federal Medicare! Plus, there is *NO LIMIT* ON UBC SENIORSHIELD benefits you can collect...*NO LIMIT* on the number of times you can collect...*NO LIMIT* on how long you can keep this plan! You are guaranteed eligible today... and can keep SENIORSHIELD Medicare Supplement Benefits for life!

EASY TO ENROLL! Your UBC SENIORSHIELD '86 Enrollment Kit personalized to you will be mailed to your home this July. Be sure to read this material carefully so you understand this opportunity fully! SENIORSHIELD '86 Service Representatives will be available to answer any questions you may have by toll free telephone! Then, simply complete and mail your SENIORSHIELD '86 Enrollment Application in the pre-addressed, postage paid envelope provided. There are no health questions to answer...no one to see...no appointments to keep. What could be easier?

YOUR SATISFACTION GUARANTEED! You will have a full 30 days to review your SENIORSHIELD Policy Certificate when it arrives by return mail! You must be completely satisfied or your initial premium will be refunded in full...no questions asked.

INSURE UNION...STAY UNION! UBC SENIORSHIELD '86 Group Medicare Supplement Plan has been designed and underwritten by The Union Labor Life Insurance Company, owned and operated by American Labor Organizations. ULLICO is licensed in all 50 States and is a Union Label Company, Union Members serving Union Members!

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Alice Perkins Enjoying Travel This Summer

Alice Perkins, the little girl born without a face and adopted by Maryville, Tenn., Carpenter Ray Perkins and his wife Thelma, a nurse, continues to progress, reports Thelma Perkins. Alice has had 20 surgeries and was scheduled for extensive surgery again this past spring when her doctor took a leave of absence. Now scheduled for surgery in the fall, Alice is "taking the summer off."

"Alice and I are going to go places we have been wanting to see," says Thelma. "Alice is doing great, talking lots; she is really growing . . . and we are very proud of her."

The Perkins extend their thanks, once again, to the people all around the world who have helped Alice. The Kentucky Junior High Teen Convention, with Associate Pastor Tommy Baker of First Church of Christ, Florence, Ky., recently raised over $4,000 for Alice, close to the estimated cost of her next surgery.

Medically, Alice's condition is called "bilateral cleft face." There have only been six known cases in medical history. Instead of normal facial features—eyes, nose, mouth—there was only a hole opening into moist mucus membranes. Usually other problems are associated with the condition, but Alice's general health has been excellent.

Alice is almost 11 years old now, and has been with the Perkins for over nine years. She was featured in the Spring issue of *FACES*, the newsletter of The National Association for the Craniofacially Handicapped, formed in Chattanooga, Tenn., 15 years ago to serve victims of severe facial deformity. The article included mention of all the help Alice has received from the United Brotherhood of Carpenters and Joiners of America.

Local Union, Donors

12 David Bartholomew
17 William Wood
17 George Koroly
105 Arthur Mathson
180 Joseph Richards
264 Tom Duggan
370 Jeannie Teauhey
393 Henry Delano
902 Frederick Behaylo
595 Edward J. DiPietro
623 Daniel Fritz
668 Joseph & Edith Fossa
845 Chris Christiansen
964 Peter Nagy
1333 M/M Sherman Weaver
1453 Albert & Mary Corwin
1506 M/M Gordon McIntyre
1595 Robert Garner
1622 Gene Slater
Ed. Mialki
John Hyde Jr.
Roger Mifflin
M/M Lawrence Benham
Peggy Perkins
First Church of Christ, Ky.
Shelby Christian Church
First Christian Church, Missionary
Ky. Jr. Hgh Teens for Christ Class
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Plum Creek Christian Church
Deborah Allen
Jack Whitaker
Charles Burgin
Etta Wilson
Lesa Bowley
Royce Robey
Donna Harlow
Lisa Peroni
Monty Cooper
Linda Floyd
Beth Pruitt
Linda Ladd
J. Lee Wallace
Barbara Born
Sandra Ford
Betty Teele
Scott Bream
Margie Brumfield

Contributions should be made out to Helping Hands and sent to Helping Hands, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001

Lumber Workers Tell Weyco To Open Tap

Anyone remember the Reagan Administration's supply-side promise about how the huge federal tax breaks for corporations and the wealthy were supposed to stimulate investment, create jobs, and make everyone better off?

Members of the Lumber, Production and Industrial Workers, a UBC affiliate, and the Woodworkers remembered well when Weyerhaeuser Co. executives tried to convince them to make wage concessions, according to the "Union Register."

Weyco executives, trying to sell the idea in lecture and slide shows in communities in Washington and Oregon, said the give-backs were needed to "restore the company's competitive edge" with non-union firms and a glut of Canadian lumber.

But union members put the executives on the spot by pointing out a few facts. They noted that Weyco received some $60 million in federal tax credits on its billion-dollar profit from 1981 to 1984.

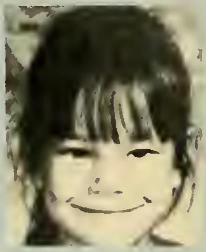
Then, while the company's northwestern workers faced plant closures and layoffs, the company invested heavily in Canadian lumber which it resold in the United States and kept its six Canadian mills running at peak levels.

The union workers let the company know that now that interest rates are down and the housing industry has picked up steam, which means lumber orders are likely to increase, they've run out of patience waiting for the "trickle down" to begin.

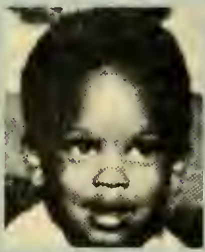
Weyerhauser is one of four major forest products companies currently in contract negotiations with the newly formed U.S. Forest Products Joint Bargaining Board.

Missing Children

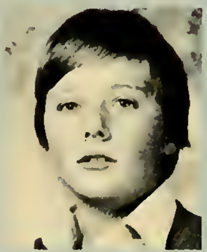
If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5678



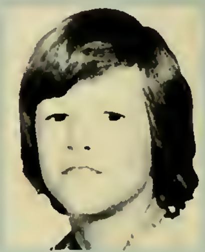
ILENE REBECCA SCOTT, 11, has been missing from her home in California since December 20, 1980. She has brown hair and blue eyes.



JASON TOWSEND, 9, has been missing from his home in Florida since May 20, 1980. He has black hair and brown eyes.



NAJ NARBONNE, 15, has been missing from his home in Massachusetts since March 31, 1981. He has blond hair and blue eyes.



REAGAN UDEN, 16, has been missing from his home in Wyoming since September 12, 1980. He has brown hair and brown eyes.

Double-Breasted Battle Shifts to U.S. Senate

Following passage of H.R. 281 in the House on April 17, construction industry employers are gearing up to stop a companion bill introduced by Sen. Alfonse D'Amato (R-N.Y.) in the Senate. The proposed legislation would expand the definition of "single employer" in the Taft-Hartley Act to prevent construction industry employers operating under a union contract from setting up non-union firms to perform the same work. The bills also would prevent contractors from repudiating prehire agreements with building trades unions unless employees voted against union representation in an NLRB-conducted election. But as with the House bill, our active support of this measure can win its passage. The United Brotherhood has asked every Senator who has not already signed on as a co-sponsor of S. 2181 to work with us to ensure its success.

In our request, we noted that: " S. 2181 is a straight-forward attempt to restore equity, fair play, and the historic concept of stable labor relations to the unique labor arena of the constuction industry. When construction employers sign prehire agreements they receive access to a pool of highly skilled workers in exchange for giving those workers a written agreement to rely upon. Through repudiation and double breasting employers receive all the benefits of the bargain with a union while the union receives none."

Senators were also reminded "co-sponsorship of S. 2181 will be a statement to the construction workers and their families in your state that you will not tolerate construction employers' company shell games which play with workers' wages and benefits. UBC members fulfill their contractual commitment to perform skilled work with pride. S. 2181 will simply enforce construction employers' responsibility to fully meet their contractual duties as well."

You can write to your Senators urging them to co-sponsor and actively support the Construction Industry Labor Law Amendments of 1986. Write your Senators, U.S. Senate, Washington, D.C. 20510.

Contributions from local unions and councils continue to reach the General Office for the Blueprint for Cure campaign. Among the check presentations to General President Patrick J. Campbell at a recent Building Trades gathering in Washington, D.C., were the four shown above. At upper left, Minnesota State Council Secretary Bert Dally presented a check from donations made at the Minnesota state convention; at upper right, Jim Nicholson, president of the Westchester County, N.Y., District Council, made a presentation for his group; at lower left, Ken Castaldi presented a check from Local 1005, Merrillville, Ind.; and at lower right, Eugene Cartigan and Nassau County, N.Y., District Council leaders made a presentation.

'Blueprint for Cure' Still Counting Donations

The fund-raising appeal for the Diabetes Research Institute in Miami, Fla., was initiated last November and we've been happy to keep a tally of the generous contributions that have been pouring in every day for the last eight months.

We're fast approaching the $200,000 mark from individual contributors alone, but we've got a long way to go. In recent weeks the flood of contributors being added to our list has slowed—but the need to find a cure for diabetes is no less urgent.

There are an estimated 12 million people suffering from diabetes in North America. Insulin shots are not a cure; they are merely a stop-gap measure to control the disease. But millions of diabetics suffer from heart disease, stroke, kidney failure, blindness, or loss of their limbs because there is still no real cure.

The 'Blueprint for Cure' campaign's goal is to raise funds for the construction of a Diabetes Reserch Center where doctors and medical specialists can concentrate their efforts on finding a cure for diabetes. Construction costs are estimated to be $10 million—an imposing figure to be sure, but it's not beyond the reach of the hundreds of thousands of building trades workers who have united their strength behind the campaign.

We are grateful to all of the generous donors who have brought us to the $200,000 mark, and we're ready for another flood of contributions.

Recent contributors include:

Local 4, Davenport Iowa; Local 66, Olean N.Y.; Local 296, Brooklyn, N.Y.; Local 902, Brooklyn, N.Y.; Local 971, Reno, Nev.; Local 1246, Marinette, Wis.; and Local 1693, Chicago, Ill.

Mid-Atlantic Industrial Council.

Retiree Club Local 19, Philadelphia, Pa.

In Memory of Bette Coffin and Albert LaSalle.

Edwin W. Atwood, Fred L. Bernhardt, James G. Brown, John R. Fiore, William D. Fish III, Stephen A. Flynn, Francis and Dee Lamph, John Mazzocchi, Elena Oftedal, Anthony Piscitelli, John Poyer, and Michael W. Schulte.

Local 8, Philadelphia, Pa.; Local 696, Tampa, Fla.; Local 1509, Miami, Fla.; Local 1755, Parkersburg, W. Va.; Local 2396, Seattle, Wash.

Maumee Valley District Council and West Virginia State Council Lehman Baker, John L. De Polo, William Dickhoff, Ray Elmore, and Mr. and Mrs. Charles Fanning.

Check donations to the "Blueprint for Cure" campaign should be made out to "Blueprint for Cure" and mailed to General President Patrick J. Campbell, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave., N.W., Washington, D.C. 20001.

LOCAL UNION NEWS

Cape Breton Coal Silo Project

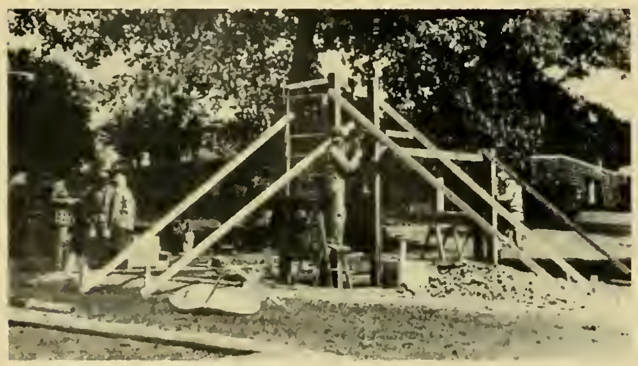
One of two concrete portals being built at Lingan Phalen Mine, New Waterford, Cape Breton, by Chardan Enterprises' Local 1588 members, Sydney, N.S.

Volunteers Build Union Playground

Six members of Local 500, Butler, Pa., joined with fellow unionists from the IBEW and the Laborers to install playground equipment for the Clarence Brown School. The 16-year old school is operated for severely handicapped students from five counties in the area.

After several false starts, the project finally made it to the drawing board, and a call went out for volunteers to set up the donated equipment. The hours that were put in would have cost the school hundreds of dollars were it not for the generosity of the unions.

Among the carpenters on the job were: Stephen J. Doerr, David Miller, James P. Bridgeman, John Reiner, Joseph J. Nebel, and Dale Fair.



Stephen Doerr, David Miller, and James Bridgeman, all of Local 500, work on the playground equipment construction while Joe Nebel, also of Local 500, confers with Larry Chapman of the Laborers and Tom Guthrie of the IBEW.

Les Negociations du Quebec, Canada

Depuis le 30 avril 1986, le décret de la construction est expiré (convention collective imposée par le Gouvenrement). Le 18 Décembre 1985, le Conseil Provincial du Québec des Métiers de la Construction International signait un protocole d'entente avec la F.T.Q. Construction pour représenter 72% des travailleurs de la construction du Québec.

Suite á la rencontre patronale—syndicale du 9 avril 1986 pour préparer le protocole de négociation avec les tables particulières des métiers, l'Association des Entrepreneurs de la Construction du Québec a refusée catégoriquement et a demandée l'intervention d'un conciliateur au Ministre du Travail.

Le 6 mai 1986 a eu lieu la première rencontre avec les parties et aucune possibilité de rapprochement suite aux demandes patronale, de diminuer les conditions de travail des gars de la construction.

"C'est un retour de 20 ans en arrière."

Considérant la position drastique de l'A.E.C.Q. gouvernée et appuyée par 10,000 petits contracteurs.

Des grèves rotatives sont faites sur les chantiers de construction pour forcer les employeurs a demander à l'A.E.C.Q. de s'assoire aux tables particulières des métiers.

Regardant le Local 2182 des mécaniciens Industriels (millwrights) et considérant sa représentativité de 54%, il est le porte-parole officiel pour tous les mécaniciens, de chantier de la province de Québec pour négocier la convention collective.

C'est un affrontement patronat-syndicat pour sauver les droits acquis des travailleurs de la construction.

Negotiations in Quebec Province

The Quebec construction industry collective bargaining agreement, an agreement imposed by government decree, expired on April 30, 1986. Quebec Millwrights Local 2182 entered the current negotiations as the official spokesman for all millwrights province-wide, having achieved 57% representation in the last election. As of December 1985, the Quebec Building Trades Council represents 72% of the provincial construction workers, based on an understanding reached with the Quebec Federation of Labour.

A labour-management meeting was held on April 9, 1986 to develop a negotiating protocol for craft-by-craft bargaining. The Association of Building Contractors of Quebec, however, categorically refused this proposal and demanded the intervention of a Labour Ministry mediator. At the parties' May 6 meeting, it became apparent that there was little possibility of accord given the Association's demands, backed by 10,000 small contractors, for substantial concessions. In effect, management's position would set us back 20 years.

Selective rotating strikes have now been initiated in an effort to bring pressure on the Association for separate craft bargaining tables. We are engaged in a serious battle with the bosses, fighting to preserve the rights won by construction workers in this province.

●

This report has been printed in French in addition to English for our French Canadian readers.

Michigan Industrial Stewards

Members of Local 1615, Grand Rapids, Mich., participated in the Steward Training program conducted by the Michigan Council of Industrial Workers. Pictured above, front row, from left, are Linda Greenfield and Rose Priest. Middle row, from left, are Burt Drent, Bryan Skipp, Darrell Bovr, Pat Coykenool, and Margaret Hurst. Back row, from left, are Jack Todd, Mike Gunnzson, Bill Blumenschein, Jack Dryer, and Bob Minnema.

Operation Murphy Enlists Members

Last month the Hawaii Federal Employees Metal Trades Council concluded Operation Murphy, an intensive year-long, in-house organizing drive at the Pearl Harbor Shipyard in Honolulu, Hawaii. Members of Carpenters Local 747 participated.

The drive's title, MURPHY, comes from the words "Members, Unity, Respect, Pearl Harbor Yard."

Council President Clyde Hayashi reports that the drive was a huge success, swelling membership by 14% or 315 new members.

"We began with 2,112 members in the shipyard knowing that the potential was over 6,100," Hayashi said. "We had about 4,000 non-union members who needed to be recruited through Operation Murphy."

Each local contributed information for a booklet for each steward to carry in the yard. Because of the cooperative spirit, stewards signed new members to any of the 12 affiliated local unions regardless of jurisdiction. A screening committee placed the new member in the right local.

Last year the council, with the help of some elected Hawaiian officials and the press, fought hard and averted a reduction in force. The council has had major fights with management over the Basic Performance Appraisal Program, the rating system under the 1978 Civil Service Reform Act, quality circles, safety, the negotiated agreement, and grievances.

"Our coordinating committee was the key," Hayashi said. "It was local people seeing that the team was organizing."

Union Bunnies Boost Public Awareness

Local 402 BA James Martin and President Neil Balk traded their street clothes for Easter bunny costumes for a few hours last March to hand out 400 lollipops to youngsters and protest leaflets to parents in front of the Florence Savings Bank in Florence, Mass. Northampton-Greenfield, Mass., Local 402 was protesting the local bank's decision to build a branch with non-union labor.

Building Trades Protest in Omaha

Local 400 marchers protest non-union contractor at local shopping center.

Nearly 2500 turn out for the demonstration in Omaha, Neb.

Carpenters Local 400 and Millwright and Machinery Erectors Local 1463, Omaha, Neb., were among the participants at a recent demonstration sponsored by the Omaha Building and Construction Trades Council. The event was to protest Crossroads Shopping Center owner M. Simon's use of the non-union, out-of-town contractor Kelly-Nelson from Arkansas. Close to 400 of the 2500 marchers that turned out for the event were affiliated with the two UBC locals.

N.J. Business Rep To Central America

A few weeks ago, 65,000 trade unionists marched through the streets of San Salvador to demonstrate the growing strength of El Salvador's labor movement. It was the largest such demonstration in years, the American Institute for Free Labor Development reports.

Supporting such efforts to combat right-wing and left-wing anti-union groups in Central America is Albert Beck Jr., business representative of Local 6, Hudson County, N.J., who joined a labor group last year touring El Salvador, Nicaragua, and Costa Rica.

Beck noted that "the AFL-CIO is very concerned about the misinformation being given out to left-wing labor leaders in all of these countries by the government of Nicaragua, and they wanted us to go down and see for ourselves just what conditions are."

Beck was nominated for the tour by the New Jersey AFL-CIO and was one of 11 trade union representatives selected by the AFL-CIO's American Institute for Free Labor Development.

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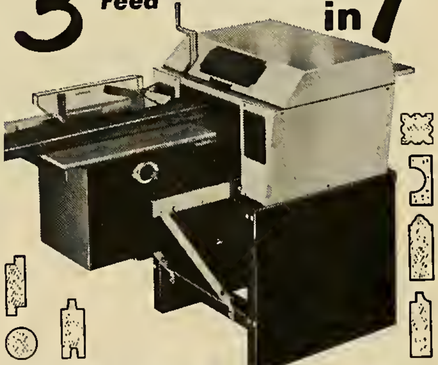

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Steward Training

New Willamette Valley District Council Stewards Train

Steward Training was conducted by Representatives Earl Soderman and Elery Thielen for several newly-elected stewards in Oregon. Participants came from the Willamette Valley District Council, Local 3009, Grants Pass; Local 2715, Medford; and Local 2949, Roseburg. Above left, a group from Local 3009 is pictured. Front row, from left, are Mel Davidson, Barb Whiting, Roger Ramsey, and Terry Smith. Back row, from left, are Don Kelly, Lawnie Beavers, Rod Robinson, and Bob Payne.

The group pictured above left, front row, from left, includes Mel Davidson, Local 3009; John May, Willamette Valley District Council; Meal Meyer, Willamette Valley; and Representative Soderman.

At right, stewards from Local 3009 at work, from left, are Mark Russell, Fred Mozingo, Fred Winter, Douglas Ely, and Timothy Davidson.

Michigan Council of Industrial Workers Steward Seminar

The Michigan Council of Industrial Workers recently conducted a Steward Training seminar for members of Local 2391, Holland, Mich.; Local 1395, Grand Haven, Mich.; Local 2535, Holland, Mich.; Local 824, Muskegon, Mich.; and Local 1033, Muskegon, Mich. Pictured at top left are participating members Dave Brush, Local 2391; Phylis Laufersky, Local 1395; Nellie Rodriquez, Local 2535; and Tom Boerigter, Local 2535. At top right are Glenn Ebels, Local 2535; Ray McCaffey, Local 2535; Jim Jaunese, Local 824; William Ackley, Local 824; Bob Johnson, Local 824; Tom Flieman, Local 2391; Peggy Gilmore, Local 2391; Phylis Goen, Local 2391; Angela Hecke, Local 2391; and Cal Schepel, Local 2391. At bottom left are Paul Rauhorst, Local 231; Bob Gardner, Local 824; Troy Johnson, Local 824; Rick Snell, Local 824; Steve Niezgoda, Local 1033; and Ralph Little, Local 2391. At bottom right are Sue Rainey, Local 2391; Werner Andre Jr., Local 1033; Norva Davenport, Local 1033; and Carl Woodruff, Local 1033. Not pictured are George McGonaughy, Local 824; and Lyn D. Bailey, Local 2391.

CONSUMER CLIPBOARD

Beware of Season's Dangers

©1986 Logo American Association of Poison Control Centers

By **ROSE ANN SOLOWAY**
National Capital Poison Center

Poison exposures peak nationwide during the summer months, when many people take advantage of the recreational opportunities provided by the warm weather. Every year in the United States, millions of people of all ages are poisoned by things in and around their homes. Depending on the substance, poisons can harm you if swallowed, if spilled or splashed on the skin or into the eyes, if the fumes are inhaled, or if injected into the body from bites or stings.

You can learn about common household poisons as well as poisons specific to your area from your regional poison center. If you don't already know the number, check the inside front cover of your telephone book, or ask the telephone operator or your doctor.

Be prepared to treat a poisoning with two things: Your poison center telephone number and a bottle of ipecac syrup. Ipecac, a medicine which causes vomiting, is available without a prescription in any drugstore. It is a safe, effective way to empty someone's stomach of a poison—but only if given as needed, with medical guidance.

- If someone spills a poison in the eyes or on the skin, lots of running water is the best first aid. A steady stream of water for at least 15 minutes is very important; a shower is a convenient way to accomplish this if one is handy. Then call the poison center.

- If someone inhales a poisonous fume, immediately get him or her to fresh air. Then call the poison center. (If the victim is not breathing, start artificial respiration while someone else calls an ambulance.)

- If someone swallows a poison, remove the remaining substance from his or her mouth, then call the poison center. (If the victim is unconscious, call for an ambulance.)

The experts at your regional poison center are there 24 hours a day to provide immediate treatment advice in case of a poisoning. Call immediately; don't wait to see if the victim is going to get sick or have a bad reaction. A prompt call to the poison center might prevent illness or injury; in fact, about 75% of poisonings can be treated at home if the poison center is called right away.

A few common warm-weather poison hazards follow:

MUSHROOMS Every wild mushroom should be considered poisonous unless it has been identified by an expert. Poison center files around the country are full of cases of individuals who became seriously ill or died after eating mushrooms that they were "sure of." Depending on the variety, poisonous mushrooms may cause anything from mild stomach upset to death from liver and kidney failure. Teach children not to eat anything without first asking an adult; adults should not harvest and eat wild mushrooms unless they are really sure of their identities.

PLANTS Your nearest regional poison center can tell you which poisonous plants are common in your area. Nationwide, these are some of the most commonly reported outdoor poisonous plants: holly, pokeweed, yew, rhododendron, nightshade, poison ivy, daffodil, rhubarb (leafy green blades), English ivy, Oregon grape, and oleander.

Learn the names of the plants growing in your yard, and ask your poison center if they are poisonous. If you have small children or pets, you might want to find out the same thing before planting new flowers or shrubs.

> *'Every year in the United States, millions of people of all ages are poisoned by things in and around their own homes.'*

In the vegetable garden, the leaves, stems, and vines of tomato, potato, and eggplant are all poisonous.

GARDEN SUPPLIES Some bulbs (e.g. daffodil) and seeds (e.g. morning glory) are poisonous. Even non-poisonous seeds might be harmful if they are treated with fungicides. Fertilizers can be harmful to children under one year of age if eaten in quantity.

HERBICIDES AND PESTICIDES Weed killers and bug killers, whether for indoor or outdoor use, can be dangerous if swallowed, inhaled, or spilled on the skin. The degree of danger varies with the particular chemical, but it is never safe, for people or for the environment, to misuse any of these products. Buy the smallest possible quantities, use only for their intended purposes, and don't use them when children or pets are around.

By the way, remember that leather is skin. Pesticides that can harm humans through skin exposure can also be absorbed by leather and poison people wearing leather jackets, shoes, watchbands, hatbands, belts, etc.

When working with pesticides and herbicides, apply them as directed on the labels. Wear hats, long pants, long sleeves, and gloves. Immediately afterwards shower down from head to toe and run clothing through a hot water cycle in the washer.

POOL CHEMICALS Chlorine and other chemicals used to maintain swimming pools also need to be used with caution. Follow label directions carefully. Depending on the exact substance, these chemicals may cause skin irritation or difficulty in breathing if inhaled directly. Also, be sure not to mix any chemicals which shouldn't be mixed. For example, chlorine combined with any acid makes chlorine gas, which can be deadly if inhaled.

GASOLINE AND CHARCOAL LIGHTER FLUID If either of these liquids is swallowed, it is very easy to cough or choke on them. Choking them down into the lungs, which feels like trying to swallow something "the wrong way," can cause pneumonia. In addition to keeping these liquids out of reach of children and pets, resist the urge to siphon gasoline. It is too easy to choke on the gas, and chemical pneumonia could result.

FIREWORKS In addition to the obvious explosive hazards, fireworks and firecrackers of all kinds are poison hazards if swallowed by children or pets. The various chemicals in them can damage the kidneys and make it impossible for the blood to carry oxygen to the brain and other vital organs, among other things.

FOOD POISONING The old saw about keeping hot foods hot and cold foods cold is never more true than during the warm weather. Foods which are not properly stored can quickly reach a temperature at which dangerous bacteria can grow. Prepare food with clean hands and utensils, store things at the proper temperature, and refrigerate left-overs promptly.

ALCOHOLIC BEVERAGES Talk of food prompts talk of drink—and alcoholic drinks can be deadly for children. Two shots of 80 proof liquor is enough alcohol to kill a three year old. A few sips of beer, wine, or liquor can be dangerous for a smaller child. In children, alcohol does more than depress the central nervous system and make them drunk. It can also cause their blood sugar to drop to dangerously low levels; that can cause convulsion, coma, and death in short order. In addition to keeping household alcoholic beverage supplies locked up, be sure that someone is watching the little ones at outdoor gatherings. Sometimes, children die after taking unobserved sips from adults' cans and glasses.

OTHER WARM WEATHER POISON HAZARDS Your poison center can acquaint you with the poisonous snakes, spiders, and insects in your area. Most of these critters would rather leave you alone, and sensible behavior to avoid provoking them can prevent many bites and stings.

APPRENTICESHIP & TRAINING

Mid-Year Conference Discusses Ways To Meet Industry Needs, Operate Day Schools, Handle Transfers, Work with Communities

First General Vice President Lucassen, above, called for a continued high level of training. At far right Charlie Gunnels of San Antonio, Tex., during floor discussions.

A wide range of timely topics occupied the agenda of the UBC's recent Mid-Year Carpentry Apprenticeship Conference in Boston, Mass. For three days, May 6, 7, and 8, training leaders from throughout the United States and Canada considered such timely topics as robotics, "blended grids," drug and alcohol abuse among apprentices, and transfers of PETS (Performance Evaluation Training System) blocks. They also toured the Robert Marshall Training School, one of the latest and most modern of the schools built by joint apprenticeship training committees in North America, and visited the Massachusetts State Apprenticeship Contest, then in progress.

Added to the agenda this year was a discussion of legal contracts, association agreements, and apprenticeship legislation, led by Kathy Krieger, UBC associate general counsel.

First General Vice President Sigurd Lucassen set the tone of the conference in his review of progress and decline in apprenticeship and training. He called for a continued high level of activity in all UBC supported programs because of the nation's future manpower needs. Hans Wachsmuth Jr. of the Associated General Contractors spoke of the long and successful record of labor and management cooperation in craft training and urged that it continue unbated.

One of the topics discussed was the relationship between joint committees, training schools, and public educational institutions.Recognizing that early apprenticeship legislation provided that public schools should play major roles in establishing local apprenticeship programs, conference participants noted that labor and management, more and more, are establishing their own training facilities, and it was the general concensus that public institutions should only be supportive services today, funneling public funds from their source to the programs.

The conference devoted some time to a discussion of day schools for apprentices and pre-apprentices. It was felt that increased scheduling of related training during the day has many advantages. Some program sponsors pay the apprentices at a percentage of journeyman scale for participation in day classes; others offer a fixed

Robert Bryant, president of the Massachusetts State Council, welcomed delegates to the conference.

Charles Brown discussed the Canadian system of apprenticeship.

Warren Lee of Louisville, Ky., described work promotion activity in his city.

Wendell Phelps of the Falls City District Council, Kentucky, talked on community relations.

Robert Marshall of Local 33, Boston, Mass., joined in the welcome to the city.

stipend; others offer no financial support.

There was a give-and-take session about granting apprentices credit for prior experience. It was pointed out that entrants to craft training vary greatly as to their experience and background. The panel leading this discussion said: "Productivity versus wage is the factor to be considered in evaluating any credit given for prior experience. A joint committee will most probably be able to make evaluation after the person has demonstrated productivity capabilities on the project . . ."

It was pointed out that the experiences of some entrants may be limited to one kind of activity. It was felt that immediate attention must be given to guidelines for granting credit for previous experience to persons taken into UBC membership "by organizational fact"—in other words, when an entire project or work crew is taken in through a union shop agreement.

The conferees spent some time discussing ways by which apprentices who transfer from one training program to another will be assured of receiving full credit for past training. Evaluation of training must be undertaken when an apprentice transfers from a non-PETS program to a PETS program.

The discussion panel agreed that the most important aspect of apprentice transfers is to make certain that the transfer of training does not penalize the apprentice, and that "the transfer builds on the strengths of the prior experience."

Two new audio-visual training units were shown at the conference—an informational slide carousel entitled, "The Competitive Edge," and a new PETS piledriving carousel.

The mid-year conference was marked by active floor discussion of legal matters and training procedures.

Charles Allen led a discussion of robotics and its increased importance in the workplace.

Michael Molinari described development of the new Massachusetts Training Center.

A Golden Hammer Award was presented to Richard Croteau, who recently retired. Congratulating him, from left, are First District Board Member Joseph Lia, Vice President Lucassen, and Apprenticeship Director Jim Tinkcom.

House Bars Job Corps Shutdowns

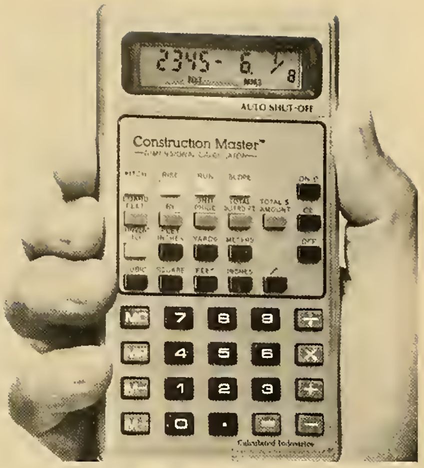
The U.S. House of Representatives recently voted to prohibit the Labor Department from going ahead with its plan to close six Job Corps centers because of a 4.3% budget cut required by the Gramm-Rudman deficit reduction law.

Members of Congress from districts where centers had been targeted for shutdown mounted a biparatisan rescue effort. Their amendment to a supplemental appropriations bill, adopted by voice vote, forbids the closing of any centers and bars elimination of any training slots.

It directs the Labor Department to achieve the budget savings through other cuts in the Job Corps budget. A stretchout of funds earmarked for repairs and postponement of some pilot programs are among the alternatives House sponsors suggested. The funding bill to which the amendment was tacked is now in the Senate.

Union-provided skills training would be especially hard hit by the scheduled closing of the Job Corps centers. At the five conservation centers on the shutdown list, more than half the trainees are enrolled in skilled programs that are taught by union craftsmen—principally from the Carpenters, Painters, Bricklayers, and Plasterers.

The civilian conservation centers with union involvement that were targeted for shutdown included three operated by the Department of Agriculture at Frenchburg, Ky.; Angell, Ore., and Curlew, Wash. Two operated by the Interior Department are at Collbran, Colo., and Mingo, Mo. Of the 1,098 training slots in the five centers, 596 are in union-provided training.



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Maintenance Agreements

Continued from Page 8

parities and other problems which may impede the progress of this effort.

With all the problems confronting the construction portion of the United Brotherhood's membership, contract maintenance continues to offer promise.

The number one customer for new construction for many years was government, with federal, state, and local expenditures for post offices, streets, transportation systems, military camps, and many other public facilities. Today, due to cuts in public expenditures and anticipated cuts under the Gramm-Rudman Law, the amount of new construction covered by the Davis-Bacon Law is down to approximately 20% of the total.

In addition to the two major agreements we have discussed, there are also interior systems maintenance agreements, mechanical equipment maintenance agreements, high speed mechanical cooling tower agreements.

Consequently, maintenance work has taken on new importance for union Building Tradesmen. Millions of man-hours of employment for union craftsmen are now being covered by international maintenance agreements. Millions more are possible, when business and government recognize the growing need for a revitalized national infrastructure.

Niagara Project

Continued from Page 15

Power Authority Chairman Richard M. Flynn said the reunion will be held on project grounds near Lewiston, N.Y.

Festivities will include live musical entertainment, tours of the project's Robert Moses Niagara Power Plant, refreshments—and a large dose of nostalgia.

The Power Authority has located more than 2,000 of approximately 11,700 persons who worked on the project between 1958 and 1963.

Most of the former workers who contacted the Power Authority still live in Western New York. But many responses have come from California, Florida, Pennsylvania, and Ohio, with a sprinkling of others from almost every state. The list also includes a sizable Canadian contingent.

The Power Authority began its search for the construction workers in January.

Those who helped build the project still have a chance to obtain an invitation. They should send a postcard with name, address and phone number to Cathy Barber at the Niagara Power Project, P.O. Box 277, Niagara Falls, N.Y. 14302.

JOB SAFETY AND HEALTH

Is Life Cheap at OSHA?

Economists playing with numbers in the New Executive Office Building next to the White House are making life and death decisions affecting your safety on the job. Playing a game called cost-benefit analysis, the Office of Management and Budget is weakening or doing away with regulations it decides cost industry too much. How much is too much depends on how many lives the regulations will save, the value OBM places on a life, and the costs industry says it will take to comply. All of these figures can vary wildly depending on who you talk to and what assumptions they make. And yet these figures are used to make decisions about regulations at EPA, OSHA, and other agencies.

In the early days of the OMB, under the Carter Administration, there was a concern for costly new regulations and their impact, especially on small businesses. The OMB helped coordinate regulations coming from the agencies to avoid unnecessary duplication or burden. One month after Reagan took office he signed Executive Order 12291 which orders agencies not to issue new rules wherever the costs outweigh the benefits. The OMB was given authority to review all new regulations from this perspective.

In 1980 Congress also passed the Paperwork Reduction Act giving OMB the power to control paperwork requirements. The OMB has parlayed this authority into unparalleled power to stop regulations that are inconsistent with the goals of the Reagan Administration. Because the costs, benefits, and paperwork burden of regulations are in the eye of the beholder (or pen of the economist), OMB can basically make the numbers come out whichever way suits their fancy. Normally that means stopping anything business does not like.

Economists like to think of their work as an exact science; and since they put numbers on everything, it appears to be one. In reality, they must make numerous assumptions that often turn out to be wrong. Look at the problem of estimating the costs of a new regulation. Since the regulation doesn't exist yet, this process is akin to crystal-ball gazing. Most cost estimates are based on industry data which always show that regulations are enormously expensive. The OSHA standard for vinyl chloride, for example, was estimated by industry to cost $90 billion and 2.2 million jobs. After the regulation went into effect in 1975, industry was in compliance within one year, initial costs were only $34 million, and many businesses saved money since it forced a more automated process and less vinyl chloride was lost from the system.

The benefits side to the equation is also a stab in the dark. Benefits vary depending on what you include and how you value things like a higher quality of work life and more job satisfaction. For an earlier reduction in the OSHA asbestos standard, the estimates of benefits from regulating varied by 400 times—so using the highest estimate the benefits were about 28 times the cost, but with the lowest estimate the costs were over 14 times the benefits. Which estimate is right? Or are none of them correct?

Many of the benefits from OSHA standards derive from the fact that they save lives. When you are forced to weigh the costs versus the benefits of a regulation, you have to decide how much each life that you saved is worth. The value of a human life has been a favorite parlor game of academics. Some have added up the value of the chemicals in the human body and come up with about $7.60. Others figure how much you would earn if you had lived. All of this would be of little interest if it wasn't translated into life and death decisions at the OMB. This is what happened when OSHA proposed changes in the concrete safety standard.

In 1984 OSHA proposed revisions in the Standard for Concrete Construction (see

"How much is that human on the scaffold?"

November 1985 *Carpenter* story). Some changes could be considered improvements, while others clearly watered it down. OSHA conducted a "regulatory analysis" to estimate the impact of the regulation on the industry. In several cases OSHA claimed the costs of the current standard or the new proposal outweighed the benefits, and these provisions were dropped. Two examples will tell the story.

OSHA claims that it costs $1.7 million a year to place caps or buckets on rebars to protect workers from possible falls on the rebar, and impalement. They also claim that there are no benefits from that standard since workers who are wearing safety belts or have guard rails on their scaffold are already protected from falling onto the rebar. So OSHA has proposed eliminating this requirement to cap rebar. Of course OSHA ignored the fact that many people work above rebar without guard rails or safety belts. Since OSHA only requires guard rails on scaffolds 10 feet or higher in construction, workers detach their safety belts as they move around, workers erecting or dismantling a scaffold have no such protection, and in a certain percentage of cases, workers fall over, under, or around guard rails or guard rails simply break. For all these workers, rebar protection would save lives.

Workers are also at risk from concrete buckets overhead. Deaths have occurred when a cable snaps and drops the bucket, or when concrete falls from the bucket. OSHA already requires that vibrator crews be out from under the buckets. In general industry, OSHA requires that the operator avoid carrying loads over people and that no persons be permitted under a suspended load. In construction, OSHA estimated that such a provision would cost $21 million and the industry has termed it unfeasible. Based on workers compensation and OSHA fatality reports, OSHA estimated such a requirement would save three lives and 34 injuries (with no lost work time) each year. Is it worth $21 million to save those lives and prevent those injuries? To make this decision, OSHA had to place a value on a human life.

How much does OSHA say a life is worth? OSHA settled on $3.5 million each. This was based on a theory called "willingness to pay." This theory argues that the best estimate of the value of a person's life is what they themselves are willing to pay to save it, or to get paid to take risks. It argues that if a worker takes a high risk job, he or she gets paid more for taking those risks. That pay differential can be calculated. If a worker increases his or her chances of death from 1 in 10,000 to 1 in 1,000 and accepts say $1,000/year extra pay for it, in this theory they would accept $10,000 for a risk of 1 in 100 and $1 million for certain death. W. Kip Viscusi, a leading proponent of this theory and a source for OSHA's estimates, claims that the lives of workers who take very risky jobs are only worth about $500,000, whereas executives who take few such risks, are worth up to $10 million each. For the average job, he recommends a figure of $3 million per life.

Viscusi admits to several flaws in his theory. If workers are not fully aware and informed of the risks of a job, they can not make intelligent rational choices about accepting those risks. Also many times workers don't have any choice. The risky job may be the only means available for supporting their family. Viscusi's faith is in the free market, where workers choose or reject jobs based on how risky or safe they are. Such a free market does not exist. Too many other factors control people's job choices. And workers are *not* fully aware of the risks they are taking.

There is also the issue of equity. When workers take risks, they may get some small incremental pay, but they are also paying if they get injured or killed on the job. The employer, though, is the one who benefits by not having to spend the money to clean up the worksite.

Can we really place a value on a life? Decide how much a person is worth to his family, his kids, his community? And even if we could set a price, is it that precise that we could make regulatory decisions based on that value, decide not to have a safety regulation because the lives saved are not worth enough? Our answer to both questions is a resounding NO.

As we go to press, at the request of the Building and Construction Trades Department AFL-CIO, OSHA has scheduled public hearings for June 17–18 to discuss their proposed concrete standard. While we intend to criticize the proposal itself at the hearings, our most vocal criticism will be reserved for their cost-benefit analysis setting a value on human life.

Are Future Lives Worth Less?

How much would you spend today to save someone's life 30 years from now? Many work-related deaths are from occuptional diseases like cancer that may not occur until 20–30 years after exposure to a toxic substance. OMB economists, using a theory called discounting of benefits, claim that we should not spend as much to save a life 30 years from now as to save a life today, since future lives are not worth as much. If it costs $3 million to save a life, they argue that (at a discount rate of 10%), we would be willing to spend only $179,000 today to save that life 30 years from now. By this logic, OMB can effectively argue against almost any regulations against chemicals that cause chronic diseases like cancer.

Is It Allowed By Congress?

Reagan's executive order only requires cost-benefit analysis where permitted by law. When Congress passed the Occupational Safety and Health Act of 1970 which created OSHA, the senators and congressmen held a lengthy debate over whether the lives saved by this legislation should be weighed against the costs business might incur. As the Supreme Court ruled in their 1981 decision on OSHA's cotton dust standard:

> Congress viewed the costs of health and safety as a cost of doing business . . . (and) Congress thought that the financial costs of health and safety problems in the workplace were as large or larger than the financial costs of eliminating these problems.

In other words, Congress in passing the Act had already determined that the costs outweighed the benefits, and that the OSH Act does not require that a cost benefit analysis be done for each new regulation. While the decision was only applied to health standards at the time, we have argued that the same reasoning applies even more so for safety standards such as the Concrete Standard.

Retirees Notebook

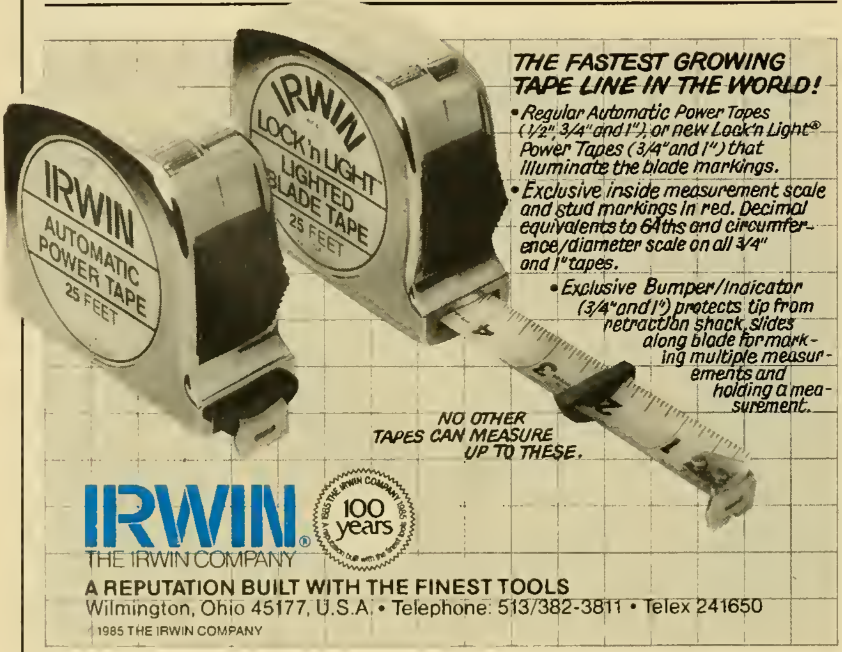
A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Meetings Include Education and Fun

At their regular monthly meetings, the members of Retirees Club 27, Hammond, Ind., have guest lecturers on a variety of topics.

But these retirees know how to have fun at their meetings, too. Pot luck suppers are frequent reasons to get together, and music, singing, and dancing follow most activities. Currently on the agenda are a trip to the Museum of Science and Industry and an evening of dinner and theater at Martinique in Chicago, Ill.

Pictured above are the members of Retirees Club 27 and their wives. Our letters indicate that clubs with active wives are enjoying a great deal of success.



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Retired Carpenter Pens Poetry

Carpenter magazine printed this poem last year in the June 1985 issue, courtesy of the Retirees Club of Local 1109, Visalia, Calif., author unknown. Since that time, Local 1109 Financial Secretary Ervin J. Warkentin has been doing some research and has revealed the author—Fred Creel, otherwise known as "freddy." A Baptist minister, Creel joined the UBC in 1958 in Richmond, Calif., and worked as a carpenter full time and pastor part time until the early 1970s when, for health reasons, he switched to full-time pastoring.

Says Creel, "I had been in the practice of writing a poem for the church bulletin each week and had also written other types on request." So when asked to write a poem for the Visalia Retirees Club, this was Creel's eloquent response.

THE CARPENTER

From Maine to San Diego,
From Key West to Puget Sound
The mark of Union Carpenters
Is there; just look around.

See that bridge across the river
Or that freeway cloverleaf?
You think they had no part in it?
How faulty such belief!

From the deepest missile silo
Several stories underground.
To the tallest office tower
His work is always found.

In America's stores, hotels and factories
And in homes across the land,
From the mountains to the seashores
You can see this tradesman's hand.

If there's concrete, carpenters built the forms.
Where there are structures he raised the walls,
He hung the doors and set the cabinets,
He put the paneling in the halls.

It was often "feast or famine,"
Sometimes work around the clock;
Then wait so long to go out again
The 'wolf' began to knock!

Through the icy winds of winter
And summer's scorching heat,
The contractor was "losing money"
Or there was a deadline he had to meet.

The carpenter groaned and griped and grumbled.
"Would this project NEVER end?"
Then he anxiously awaited a dispatch slip
So he could go out once again.

Yes, our nation enjoys the handiwork
Of those who ply this trade,
But not only in their craftsmanship;
From such CHARACTER Americans are made!

—freddy

For information on organizing a retiree club in your area, write General Secretary John S. Rogers, UBCJA, 101 Constitution Ave., N.W., Washington, D.C. 20001.

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SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

HERE'S LOOKIN' AT YER

Two brothers lived together. One brother had false eyes. Each night he would take them out and put them in a glass of water. One night the other brother went to get a drink and by mistake, drank the eyes. Feeling sick the next day, he went to the doctor. The doctor examined his stomach, shook his head, and said to the man, "All my years as a doctor I've looked at a lot of stomachs, but this is the first time I've seen one look back at me."

M. Vidimsky
Brooklyn, N.Y.

BE AN ACTIVE MEMBER'

RIGHT ANSWER

Teacher: "Who can tell me in which battle Gen. Wolfe cried, 'I die happy'?"
Johnny: ' 'I can."
Teacher: "Yes?"
Johnny: "His last one."
—*Boys' Life*

CHECK THE FRIDGE

Small boy: "Dad, where are the Alps?"

Father absorbed in the evening paper: "Ask your mother. She's the one that puts everything away."

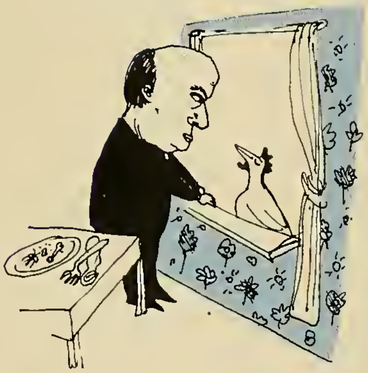
—Local 26
United Rubber Workers
Rubber Neck

LOOK FOR THE UNION LABEL

DESTINATION HERE

A man came running up to the dock, only to find the ship two yards away. Without a second's thought, he grabbed both his suitcases and tossed them onto the deck of the ship, then jumped aboard himself and said, "Whew, I made it." The captain smiled at the breathless man and asked, "Made what? We're about to dock."

BOYCOTT L-P PRODUCTS



NO CHICKEN, THAT ROOSTER!

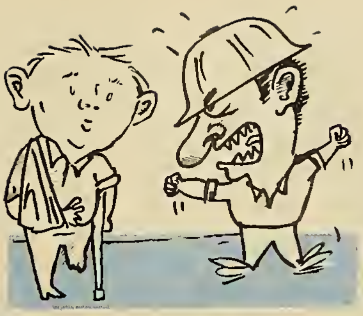
The minister had just finished an excellent chicken dinner. As he looked out of the window a rooster strutted across the yard. "My!" said the minister, "that is certainly a proud rooster." Yes, sir,"said his host, "he has reason to be proud. One of his sons just entered the ministry."

* * *

THIS MONTH'S LIMERICK

A crazy young lady named
Ruth
Got a garter strap stuck in her
tooth
She tied down one end
Then ran out to the bend
And snapped herself clear to
Duluth!

—Lorna Mattern
Columbia, Md.



FALL FASTER

A young man was one hour late for his first day at work. His clothes were torn. He was bruised, and he had an arm in a sling. His clock-watching boss was furious.

"Where have you been?" the boss demanded.

"I'm sorry, but I fell out of a 10-story window."

"And this took you a whole hour?"

—*Boys' Life*

IMPORTS HURT * BUY UNION

EVIDENCE!

"Have a peanut?"

"No, thanks; they're fattening."

"Don't be silly. Why should they be fattening?"

"I'm just going by what I see. Peanuts are all I've seen an elephant eating."

BE UNION! BUY LABEL!

SURE-FIRE DIET

A long-haired youth finally broke down and had his long hair cut. A friend jokingly asked, "How much weight did you lose in the operation?"

"About 135 pounds," the boy answered. "I got my mother off my back!"

—Local 26
United Rubber Workers
Rubber Neck

ATTEND LOCAL MEETINGS

MISDIRECTED EDIT

A man who was to give a speech appeared with a bandage on his chin. After the speech he explained that while shaving he had concentrated on his speech and cut his chin.

A listener replied, "What a pity you didn't concentrate on your chin and cut your speech."

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

Dayton, Ohio Picture No. 2

Dayton, Ohio— Picture No. 1

DAYTON, OHIO

Pins for 50 and 25 years of service were recently awarded to members of Local 104.

Picture No. 1 shows 50-year member Glenn Leatherman.

Picture No. 2 shows 25-year members, seated, from left: Roscoe Pierson, Paul Hoops, and Thurman Ball.

Standing, from left: Franklin Cumby, Robert Lutz, Clarence Yackey, and Ronald Whaley.

Honored but not pictured were: **50-year members** Henry R. Holmes, William H. Schulte, and the late Earl Abery, who also received the local's award for oldest member; and **25-year members** Gerald R. Adkins, Harley L. Albert, Donald A. Beal, Gene Z. Boy, David D. Campbell, William R. Childers, David A. Combs, Richard E. Cox, Roger A. Grout, William V. Guinn, Alva Howard, Cecil G. Hutchings, Fred Saunders, Eugene A. Smith, Roy E. Sowers, Lester L. Tackett, John A. Walters Jr., Frank E. Whisman, Donald L. Wright, and Herman Combs.

PORTLAND, ME.

Enos E. Johnson, initiated into Local 517 on April 1, 1892, is pictured, above left, receiving a 70-year service pin from Business Representative Ken Dunphe. Johnson served his local for close to 35 years as treasurer. Local 517 also presented 178 service pins at the annual picnic, pictured above.

Chicago, Ill.—Picture No. 1

Chicago, Ill.—Picture No. 2

CHICAGO, ILL.

At Local 13's pin party, members with 25 and 60 years of service were honored.

Picture No. 1 shows 25-year members, from left: Arthur Gahagen, Dale Young, Andrew Clancy, John O'Donnell, Michael Moran, Michael Ruane, John Casey, and Luke Miller.

Picture No. 2 shows 60-year member Andrew Berquist, second from left, with Third District Board Member Thomas Hanahan, Local 13 President and Business Manager Thomas Ryan, and Financial Secretary-Treasurer Michael Sexton.

Picture No. 3 shows 60-year member Sven Berquist, brother of Andrew Berquist.

Members honored but not pictured are: **25-year members** Ben Cook, Frank Fallon, Francis Grady, Nick Mazzocchi, Charles Mis, Mugar Permanian, Joe Schultz, Charles Watkins, George Wijtowych, and Ray Panfill.

Picture No. 3

EAST CAMBRIDGE, MASS.

Andrew Bitto received special notice at a recent monthly meeting of Local 40—a standing ovation from local members and a pin for 50 years of service to the Brotherhood. Bitto said he had worked for many large union contractors during his long career and had always acknowledged his proud heritage as a union member. Business Agent Robert Bryan expressed the sentiments of all present when he said that "Local 40 was equally proud of him and wished him many years in retirement."

Bitto

Glendale, Ariz.—Picture No. 1

Glendale, Ariz.—Picture No. 2

Glendale, Ariz.—Picture No. 3

Glendale, Ariz.—Picture No. 4

Glendale, Ariz.—Picture No. 5

Glendale, Ariz.—Picture No. 6

GLENDALE, ARIZ.

At a pin presentation ceremony in December, Local 906 honored over 250 members for longstanding service to the Brotherhood.

Picture No. 1 shows 20-year members, from left: Arizona District Council Secretary John F. Greene, Eugene Brosseau, Roy Beockway, William Bowling, Francis Gouverneur, Joe Stephenson, Pete Chenosky, and Local President Dana C. Martin.

Picture No. 2 shows 25-year members, seated, from left: Local Treasurer Jack Friedman, Ira Rutherford, Tony Ohton, Richard Pastad, William C. Duncan, and Lyle Anderson.

Second row, from left: James Cavinder, John Campbell, George Friedman, Clyde Baker, Howard Locklar, Filemon Martinez, Keith Van Sande, Recording Secretary George Patton, and William O. Koontz.

Back row, from left: Edward Mattoon, Vice President Jesse Brown, Arthur Peery, John F. Greene, Roxy Eckel, Fred Work, and Dana Martin.

Picture No. 3 shows 30-year members, seated, from left: Claude H. Stevens, Robert "Buck" Jolly, Eldon Higgins, Conductor Raymone Fugate, Virgil Trigg, and Anthony D'Amico.

Middle row, from left: Financial Secretary J. E. Friedman, Al Rhodes, Ben Jewell, Richard Waters, Francis Rizzi, Donald P. Couch Sr., Hershel Gilmore, George Fanning, and Marion J. Cauble.

Back row, from left: Arizona DC Secretary John F. Greene and Edsel Pitman.

Picture No. 4 shows 35-year members, seated, from left: Lon Judy, Kenneth Goldsbury, Donald Stakemiller, Harrison Warfel, H. T. Grant, and Adrian Mills.

Standing, from left: Roy Kurtz, James Scoggins, Frank Rocco, O. K. Henyan, B. B. Harrison, William S. Hull, Carlyle Triick, Luther Triick, and R. W. Broker.

Picture No. 5 shows 40-year members, seated, from left: DC Secretary Greene, Theodore Eide, Robert Cooley, W. W. Bonner, and Local President Martin.

Standing, from left: H. E. Pendergrass, William Curran, Sherman Smith, John Engnell, and Charles Crawford.

Picture No. 6 shows 45-year members, from left: R. L. Stephenson and Albert Nicolet.

Those honored for service but not available for photos were **20-year members** David Alsobrook, Stan Bielenski, Doren Cross, Jan Den Dulk, Leonard Den Dulk, Art Driver, Lowell Dubrava, Edward Estill, Jim Friedman, Norman Froemming, Alex Gordoa, Michael Grande, Frank Howard, Bobby Jones, Anthony Locorini, Richard McKee, George Neubert, Russell Parks, Ralph Petersen, Johnny Priest, James Pritchard, Donald Radley, Robert Ramirez, George Riley, Felix Sainz, B. J. Sarten, Anthony Scarry, Anthony Scheffer, Elmo Sherrill, Ed Stambaugh, Charles Van Trobe, Ralph Torres, Stuart Wheat, Ralph Wickland, and James Wilber; **25-year members** Ned Alsobrook, Leonard Bazner, Jesse Blue, Donald Bonner, Don Brammier, Keith Bricker, Omar Brumm, Willie Camp, Robert Combs, Wesley Cook, Warren Dell, Gene Grant, John Hackett, James G. Harris, Reed Hearne, Augustine Hernandez, Donley Isaacs, Walter Jewell, Gene Lazear, Don Leap, Kenneth McDonald, Harold Manning, Earl L. Martin, Joseph Merideth, Phil Mills, Joe Miranda, Clifford Moats, Pablo Moralez Jr., Walter Mussatto, Charles O'Kins, Steve Padilla, Calvin Pepper, Wayne Priest, Walt Rhodes, Frank Sandoval, Erwin Sieghart, Ray Skeen, A. A. Smith, Bernard Thibault, Luciano Urquidez, Carl Utter, Clarence Wade, Thomas Wagner, William T. Walsh, John Weckesser Jr., W. P. Wilkins, and Steve Zudell; **30-year members** James Abbott, John Bauer, A. L. Beaty, John Belz, James Benson, Ralph Bolen, Joe Bollinger, Owen Bowling, Emmett Chapman, Wade Clemson, Jack Cline, Floyd Cole, J. T. Coxwell, Arnold Decker, Paul Edwards, Lyle Ehorn, Bernard Field, Frank Graham, Chuck Helm, Floyd Hintson, Richard Hood, Clarence Hovland, Wilfred Hrenchir, Robert Jackonette, Lyle Jewell, Cheslie Jones, Paul Kalman, Russell Keltner, Gene Kidwell, Edward Kull, Joe Lane, John Laub, Jesse Manske, Lloyd Miller, Charles Munsey, Guy Nebiolo, Paul Nunnelley, John Porvaznik, Chester Prall, Earl Ramsey, Loren Roberts, Temple Robertson, Charles Rust, Michael Schieipfer Sr., Bob Selph, Floyd Silvernale, Haskel Stevens, Woodrow Walmer, and David Whitlock; **35-year members** Frank Abernathy, John Blackner, Elmer Brown, James Busch, Marion Carlin, Roy Clark, Elmer Craver, Bernard Crowley, James Derrick, Dan Deschane, Harry Dickey, Roy B. Dille, Thomas Duncan, S. G. Friedman, Ed Hammer, Oris Hanes, J. D. Harrell, Eldon Harris, Lloyd Hawkins, Thomas Haydon, A. B. Hightower, Everett Holleman, Harold Kellerman, John L. Kelly, Jacob Kniskern, Chester Long, Earl Maurer, Jean P. Morin, Wallace Musgrove, George Myers, Lewis Nash, Earl Nelson, J. B. Newby, Robert Petersen, Crone Pitner, Glenn Plowman, Rollin Randolph, Glen Richmond, Malcom Roberts, Thomas Robinson, William J. Sears, Frank W. Smith, Paul G. Smith, R. D. Stallings, Keith Storm, Frank Svoboda, Lee Underwood, Milton Warner, B. B. Wilkins, and William H. Young; **40-year members:** O. J. Ash, Ernest Colton, Evan Derrick, Evan Farley, George Fielding, D. N. Garrison, R. E. McDowell, J. W. Marler, W. L. Martinson, Herbert Miller, William E. Miller, A. C. Motta, B. T. Pesnell, John I. Reynolds, Ken Runnels, William H. Sarkell, Loy Selph, Lee Roy Thompson, M. D. Wells, Edward White, Wilbur Ziegler, and Herbert Zummallen; **45-year members** B. L. Bass, Shirley Blankenbaker, H. A. Bowlin, Frank Brown, John C. Dean, Ralph Gilman, Frank Huffman, Otto Lensch, Bert Owens, Julius Riedel, and Elmer Spielman; and **63-year member** Earl Spitler.

St. Louis, Mo.—Picture No. 1

St. Louis, Mo.—Picture No. 2

St. Louis, Mo.—Picture No. 3

St. Louis, Mo.—Picture No. 4

ST. LOUIS, MO.

.Members with 25 to 65 years of service to the Brotherhood received recognition at Local 1596's annual Christmas party.

Picture No. 1 shows 25-year members, front row, from left: Robert Bearden and J. Morris.

Back row, from left: Robert Crank, Bernard Wendeln, Charles Jordan, Donald Parks, and Eugene Appel.

Picture No. 2 shows 55-year member Anthony Oberkirsch, left, receiving a pin from his son, 20-year member Ron Oberkirsch.

Picture No. 3 shows Karl Fritz, now deceased, right, receiving his 65-year pin from his grandson Kevin Fritz. Kevin's father, Walter Fritz, was a former president of Local 1596.

Picture No. 4, shows, front row, from left: Ollie W. Langhorst, executive secretary-treasurer, St. Louis D.C.; Karl Fritz; George Reidel, 60 years; Anthony Oberkirsch, 55 years; Raymond Petersen, 50 years; Otto Trostel, 50 years; Business Rep. William Steinkamp, and Business Rep. Glen Jackson.

Back row, from left: Local President Bob Monroe, Trustee Roy Moehlmann, Trustee Keith Cobb, Vice President Walter Roesch, Trustee Kevin Byrne, and Warden James Patterson.

Not pictured: **25-year members** Cecil Gore, Robert Spaulding, George Dingwall, Charles H. Miller, Otis Pendleton, Edward Perez, Kenneth Sisak, Michael Bommarito, Robert Micka, and Gary Buettner; and **50-year members** Carl Borbein and Meredith Thompson.

HUNTINGTON BEACH, CALIF.

Local 1453 recently honored members who had completed 25 and 35 years of service.

Twenty-five year members honored were Luciano Chavarria, Louis Corona, David Cox, Tom Dean, John Dellea, Pete Ferman, Ken Goodwin, Harold Howe, Robert Lincourt, Keith Neuman, Thomas Oldham, Lawrence Oviedo, Adam Perstac, Earl Spiller, John Underwood, Donald Waddell, and Forrest Ward.

Thirty-five year members honored were Mel Adamoli, Robert Arbiso, Gerald Bagwell, James Baker, R.L. Barrington, George Bent, Bill Bickerstaff, Thomas Boyles, Laurel Camp, Ken Coburn, J.C. Collinsworth, James Cramer, Louis Deluna, Norman Gilbert, Ernest Harper, Dexter Jackson, Andrew Johnson, Glenn Krause, James Landreth, Ben Litz, Orison Long, John McNeilly, Henry Moore, Calvin Olson, Keith Pelkey, Raymond Pinkley, Joe Regnier, Norman Reynolds, Joe Rowe Jr., Oscar Runing, Daniel Stevenson, Leo Stoiser, Walter Watts, Robert Whyte, and Pete Wilson.

Special recognition went to Elmer Cole, 94 years of age, who completed his 68th year with the Brotherhood during 1985.

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IN MEMORIAM

The following list of 758 deceased members and spouses represents a total of $1,378,059.30 death claims paid in April 1986; (s) following name in listing indicates spouse of members.

Local Union, City

1 **Chicago, IL**—Walter F. Bandi, Sr., Walter F. Bandi, Sr.
4 **Davenport, IA**—Elmer Balluff.
5 **St. Louis, MO**—George D. Roberts.
6 **Hudson County, NJ**—Arnold Kuenzler.
7 **Minneapolis, MN**—Bernard Vogen.
8 **Philadelphia, PA**—Ann Rae Lowman (s), Michael Minnar, Thomas J. Kerrigan.
9 **Buffalo, NY**—John Joseph Conroy.
10 **Chicago, IL**—Walter E. Bosse, William James.
12 **Syracuse, NY**—David Weinstein, Richard J. Cummings.
13 **Chicago, IL**—Gertrude C. Dorgan (s).
15 **Hackensack, NJ**—Loretta J. Riley (s).
16 **Springfield, IL**—Harold V. Svenson.
17 **Bronx, NY**—Albert Russo, Charles Barbieri, Joseph Gibbons, Lawrence H. Johnston, Levis Greaves, Lillian Mankowski (s), Saverio Accardo, William Speissegger.
18 **Hamilton, Ont., CAN**—James Partington.
22 **San Francisco, CA**—Coleman Flaherty, Patricia Frances Koval (s), Tosca Susan Maffia (s).
23 **Williamsport, PA**—Edward S. Kapturoski,
24 **Central, CT**—John Bennatti, Joseph Jecture, Jr., Sally Jastrzemski (s),
25 **Los Angeles, CA**—Demus Powell, John J. Dupuy.
27 **Toronto, Ont. CAN**—Frank Bennitz.
33 **Boston, MA**—Bessie Shulman (s), Daniel E. McLean, Lucien L. Doucet, William J. Comeau.
34 **Oakland, CA**—Charles Nixon, Edgar N. Sanders, Lynda Lee Murry (s).
36 **Oakland, CA**—Alta Mae Benonys (s), Carmelita V. Phillips (s), Ethel Louise Isaac (s), Gordon E. Hausauer, Knud Jensen, Lawrence Parker, Leo Ball, Melvin E. Smith, Viviano M Fiori.
40 **Boston, MA**—Anthony Paradiso, Grace Winifred Miles (s), Louise Corbett (s), Richard E. Hodgdon, Riziero Digregorio, Stewart Spencer, Thomas F. Connell.
42 **San Francisco, CA**—Edward G. Braun.
44 **Champaign Urba, IL**—Vernon C. Benson.
47 **St. Louis, MO**—Delores N. Ruyle (s), Eula Earline Dennis (s), Herbert Edward Gieseke, Ida A. Brown (s), Lenora Johanna Kinder (s).
49 **Lowell, MA**—Walter C. Dunfey.
50 **Knoxville, TN**—Albert Lee Williams, Miles Edom McCuiston, William Leroy Patty.
54 **Chicago, IL**—Casimir Sandula, Mirko Joseph Stary.
55 **Denver, CO**—Dobson Myron Cary, Robert Eitel.
58 **Chicago, IL**—Axel Einar Sandberg, Eleanore E. Berglund (s).
60 **Indianapolis, IN**—Claude E. Smith, Sr., Daniel W. Macy, Glen J. Hoffert.
61 **Kansas City, MO**—Chester Thomas Houk, Ellis R. Sutherland, Eugene E. Mihelic, Leslie L. Frazier, Lloyd A. Schneider. Merritt Lee Hendrix, Raymond Lynn Hurt.
62 **Chicago, IL**—Bernard Schurman, Gordon S. Yost.
63 **Bloomington, IL**—Alma E. Meier (s).
64 **Louisville, KY**—Charles E. Russell, Lee R. Holman, Richard J. Bottorff.
66 **Olean, NY**—Anna Elizabeth McLaughlin (s), Ellen L. Winslow (s), Howard S. Peters.
67 **Boston, MA**—Charles A. Brauneis, Mary C. Fiorillo (s).
69 **Canton, OH**—James Heck.
73 **St. Louis, MO**—Hazel O. Phillips (s), Lantie B. Robinson.
74 **Chattanooga, TN**—George Washington Blevins.
76 **Hazelton, PA**—Clarence George Horne, Edward A. Kalinowski, Howard Schell, Joseph Karpinski.
77 **Port Chester, NY**—Edith Minniti (s).
80 **Chicago, IL**—Albert Pott, Alex Jorgensen, Clarence T. Zima.
81 **Erie, PA**—Kenneth Semple.
85 **Rochester, NY**—Kenneth B. Humphrey, Oliver E. Hunt, William L. Vroman.
91 **Racine, WI**—Theodore Urhausen.
94 **Providence, RI**—Alvin Steinkamp, Dorothy A. Limerick (s), Norah McFetridge (s), Norman Dionne, Thomas Dimanna.
98 **Spokane, WA**—Cecil Varner, Joseph T. Naccarato, Oliver A. Willis, Tim P. Gunderson.
101 **Baltimore, MD**—Charles A. Schaeffer, Raymond L. Brown, Stephen J. Akonom.
102 **Oakland, CA**—Erna Rinden (s), Jacob G. Gonser.
105 **Cleveland, OH**—Louis Tarantino.
106 **Des Moines, IA**—Robert E. Halsted.
108 **Springfield, MA**—Anton Victor Wigstrom, Emile L. Paro.
110 **St. Joseph, MO**—John W. Anno, Kitty G. Creager (s), Leo S. Eckstein.
113 **Middletown, OH**—Dorothy R. Proffitt (s), Erma E. Henderson (s), Luella H. Becker (s).
114 **East Detroit, MI**—Charles Krakus, Edward Joseph Krysick, Guiseppe Vitiello, James Adamson, Marcel Hughe, Raymond Satawa.
118 **Detroit, MI**—Cleo D. Tucker, Evaline May Sophie Bakken (s), Sidney Nathan Johnson, William S. Holcombe.
120 **Utica, NY**—Phoebe M. Rice (s).
124 **Passaic, NJ**—Bortolo Galeazzi, Irving Schneider, Jacob Visscher, Jasper Morici.

Local Union, City

131 **Seattle, WA**—Asbjorg Imsland (s), Edwin L. Gustafson, Harold Langness, Herbert L. Rundle, John W. Wood, Olger A. Nyhus, Peter Heimdal, Tom Torgrimson.
132 **Washington, DC**—Ffinlo C. Quine.
133 **Terre Haute, IN**—Ray Vangilder.
135 **New York, NY**—Barnett Chaskin, Henry R. Benes, Isidor Fish, Leo Gelbman.
141 **Chicago, IL**—Kirby Allen Shields, Leo C. Kubiak.
144 **Macon, GA**—Charlie L. McPherson.
165 **Pittsburg, PA**—Charles E. Holliday.
168 **Kansas City, KS**—Charles C. Winfrey, Joe H. Garrett.
171 **Youngstown, OH**—Erhard Johnson.
174 **Joliet, IL**—Catherine M. Przybysz (s), Harry T. Hodges, Sr., John B. Hakey.
180 **Vallejo, CA**—Gerald M. Moritz. Jesse Lee Thompson.
181 **Chicago, IL**—Elmer Jensen, Lauritz Espeland, Vitold Gomolka.
182 **Cleveland, OH**—Margaret Hazucha (s).
183 **Peoria, IL**—Emil C. Roos, Francis K. Setterdahl, Harold R. Wicks, Hazel C. Anderson (s), Howard D. Hall, Rodger H. Reuter.
184 **Salt Lake City, UT**—Gus Kuykendall, Louis Smith, Wilbur Perry Curtis.
185 **St. Louis, MO**—August P. Krummel, C. Albert Ecklund.
189 **Quincy, IL**—Cecil M. Gilliland.
198 **Dallas, TX**—Allie Ray Bridges, Bob E. Vestal, Rufus Boswell Wigley, Jr., William H. Sims.
199 **Chicago, IL**—Austin Thomas Harrity.
200 **Columbus, OH**—Wilbur C. Rase.
201 **Wichita, KS**—Keith K. Wilson.
203 **Poughkeepsie, NY**—Harold F. Poluzzi.
210 **Stamford, CT**—Agnes Gustavson (s), Alexander Klucik. Henry L. Burow, John J. Mitchell, Steven Dereszewski, Steven Hancharyk, William H. Havens, Jr.
211 **Pittsburgh, PA**—Thomas E. Davison, Thomas J. Tortella.
213 **Houston, TX**—Buford Everett Duren, Edward James Bryant, Huston A. Laden, James E. Henderson Sr., Lester C. Kneblik, Orabelle Carter (s), Robert A. Lightbourne, William W. Shew, Zona Mae Gore (s).
215 **Lafayette, IN**—Martha E. Deel (s), Park Hayes.
218 **Boston, MA**—Herbert N. Christopher.
222 **Washington, IN**—Theodore Young.
225 **Atlanta, GA**—James Harrison Addy.
232 **Fort Wayne, IN**—Paul Moor.
244 **Grand Jct., CO**—Kathryn Drumm (s), Maurice Lorimer.
246 **New York, NY**—Frank Hartman, Kurt Paul Werner Oesterheld.
247 **Portland, OR**—Andrew Fahner, Cecil Loren Boge, Charles O. Huggett, Joseph A. Housman.
248 **Toledo, OH**—Bert E. Downs.
256 **Savannah, GA**—John L. Sublett. Thomas B. Strickland.
264 **Milwaukee, WI**—John Dechert, Walter Schmeling.
265 **Saugerties, NY**—Gustave Schmidt.
272 **Chicago Hgt., IL**—Margaret McCoy (s).
275 **Newton, MA**—Harold F. Ham, Oscar Gallant.
281 **Binghamton, NY**—Edward Fuller, Edward Hawley, Gerald Holcomb.
313 **Pullman, WA**—Ernest A. Gertson.
314 **Madison, WI**—Marian Haberman (s).
316 **San Jose, CA**—Benigno M. Montes, Harold Rempel, James B. Evans, Lena Mae McVay (s), Martha Valtscheff (s).
334 **Saginaw, MI**—Carl William Schroeder.
335 **Grand Rapids, MI**—Kenneth Benoit, Russell Isenhoff.
338 **Seattle, WA**—Frank A. Boni.
342 **Pawtucket, RI**—Frank John Dowgiala.
344 **Waukesha, WI**—Herbert Nettesheim.
345 **Memphis, TN**—Walter E. Hill.
347 **Mattoon, IL**—Clifford G. Chaflant, Stella Vey Scott (s).
348 **New York, NY**—Alexander Chernack, Edward Southoff, Frank Taimi.
350 **New Rochelle, NY**—Domenick M. Yetto.
355 **Buffalo, NY**—Ludwig Balzerski, Michael Dischner.
359 **Philadelphia, PA**—Carl A. Dupoldt, Erich Kehrer, Leroy J. Blackman, Paul E. Folberth, Ruth A. Blackman (s).
361 **Duluth, MN**—Ethel V. Edwardson (s), Ingvald G. Watten.
370 **Albany, NY**—James McNulty, Preston W. Hoffman.
378 **Edwardsville, IL**—Harold Theuer.
387 **Columbus, MS**—Glen T. Ward.
393 **Camden, NJ**—Ernest R. Mason, John A. Skrabonja.
398 **Lewiston, ID**—Hazel Louise Wildermuth (s).
400 **Omaha, NE**—Arlene L. Elmer (s).
403 **Alexandria, LA**—Alvin O. Prothro.
404 **Lake Co, OH**—Denis Grenier. Frances Ott (s).
410 **Ft. Madison & Vic, IA**—Lester Franklin Simmons.
411 **San Angelo, TX**—Donald Bahlman.
417 **St. Louis, MO**—Clarence Bruno.
424 **Hingham, MA**—Joseph Willett.
433 **Belleville, IL**—Omar R. Sheldon.
452 **Vancouver BC, CAN**—Harold Rosaine, Joseph Wilson, Robert Nord, Steve Kranjc.

Local Union, City

458 **Clarksville, IN**—James E. Weber, Nicholas H. Walter.
470 **Tacoma, WA**—Ruth Riveness (s), Thomas Kenneth Thompson.
483 **San Francisco, CA**—Charles H. Davis, Martin Moder.
492 **Reading, PA**—John G. Schaeffer, Robert F. Kerschner.
493 **Mt. Vernon, NY**—Rita Merola (s).
510 **Berthoud, CO**—Felix W. Martin.
515 **Colorado Springs, CO**—Herbert Gwyn.
530 **Los Angeles, CA**—Shirley Ann Johnson.
538 **Concord, NH**—Robert H. Small.
542 **Salem, NJ**—Richard Somers Kille.
543 **Mamaroneck, NY**—Fortunata G. Salvo (s), Marianna Lagani (s), Nicholas Samela.
550 **Oakland, CA**—Grethe Hansine Northcott (s).
558 **Elmhurst, IL**—Edward M. Schommer, Elsie Palm (s), George A. Hood, James P. Colford, Peteris Rozenbergs, Stanley W. Zaidel.
559 **Paducha, KY**—George Francis Gough, Kathleen Ball (s), Robert M. Young, Jr.
562 **Everett, WA**—Konrad Nilsen.
563 **Glendale, CA**—Herbert E. Knighton.
586 **Sacramento, CA**—Clark S. Hall, Clyde J. Jones.
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665 **Amarillo, TX**—John D. Lummus.
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738 **Portland, OR**—Helen Tosi (s).
739 **Cincinnati, OH**—Frank Jochum, Lora Lincke (s), Milivoy Melvin Yorgin, Russell White, Susan Ann Roberts (s) Violet T. Bross (s).
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PICK-UP COVER-UP

PICK-UP COVER-UP

Pickup owners can finally have it all—the security of a locked truck, the convenience of a wide-open bed, and all of that with a roll-up cover that is tough enough to stand on.

The J. G. Wilson Corp. of Norfolk, Va., which employs members of UBC Local 2987, has been a pioneer in rolling closures since 1876. It has now introduced the first fully retractable, all-steel cover for pickups. The "Pick-Up Cover-Up" closes easily, securing the entire bed area in seconds. For total access to the bed or cargo area, the cover slides open with the aid of an automatic return spring.

Wilson's new product helps protect truck bed contents not only from bad weather, but also from theft. Security is provided by a key-lock T-handle with a double deadbolt on the cover. In addition, a separate sliding deadbolt is located inside the tailgate.

The "Pick-Up Cover-Up's" incredibly tough solid-steel lifetime construction is the only roll-up cover in the industry that you can stand on. It features a 26 gauge, 1¼-inch wide interlocking galvanized steel slat cover, as well as a .050 formed-aluminum cover plate with custom-extruded aluminum guide rails and locking pull-bar. It can be ordered in either the standard white baked enamel or the optional clear anodized aluminum finish, both rust-resistant.

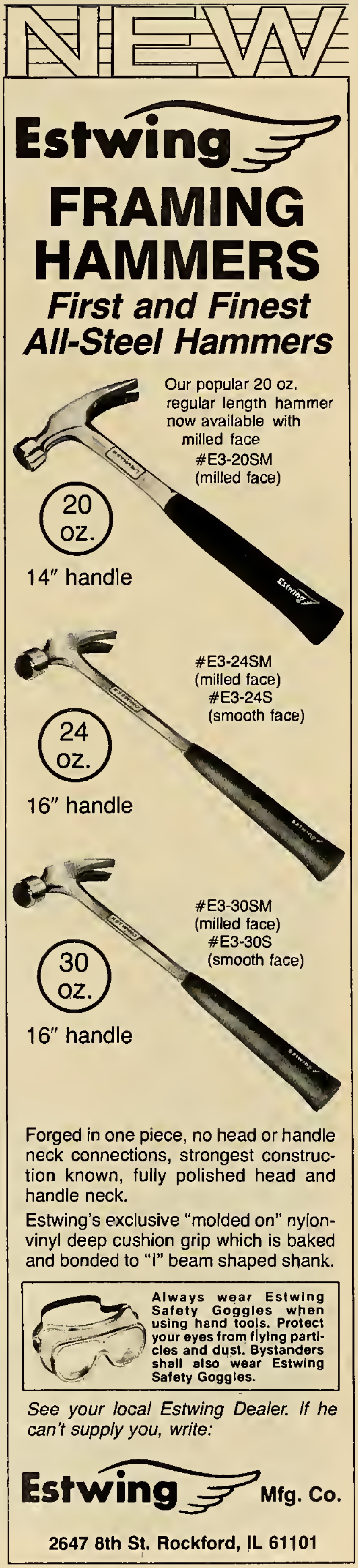
The easily installed cover fits flush-mounted on the bed, enhances the vehicle's appearance without changing body lines, and increases fuel mileage by eliminating tailgate drag. Available in three sizes, the "Pick-Up Cover-Up" fits almost all truck beds.

For more information, write: J. G. Wilson Corp., "Pick-Up Cover-Up," P. O. Box 599, Norfolk, VA 23501-0599, or call either the toll-free number 1-800-343-3667, or the commercial number (804) 545-7341.

GLULAM BEAMS DATA

An eight-page, four-color brochure entitled *Glulam Beams* is now available from American Institute of Timber Construction. Oriented primarily to residential and light commercial construction, this brochure contains construction details and illustrations as well as design data (for roof and floor beams), conversion tables indicating conversions to glulam from steel or solid sawn timber, and other technical information.

For a free copy, write: American Institute of Timber Construction, 333 West Hampden Avenue, Englewood, CO 80110, or call 1-(800) 525-1625.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We Restore a Statue, and We Restore a Faith

The United States and Canada celebrate their origins

For more than two years, some members of our United Brotherhood in New York and New Jersey have shared with other Building Tradesmen the restoration work on the Statue of Liberty in New York Harbor.

This month, they can sit back during the Fourth of July festivities on Liberty Island and share the tremendous pride of knowing that their handiwork will be seen around the world . . . that their children and grandchildren can feel a part of those great moments when Miss Liberty is rededicated.

I want these members to know that our hearts and pride are with them on that special day. Such days of patriotic fervor are sometimes few and far between—like the day our astronauts landed on the moon, the day America celebrated its 200th birthday, and the night the victorious U.S. hockey team raced around the rink with the Stars and Stripes at Lake Placid after defeating the Russian team. I, for one, cherish such moments.

And I know that my Canadian brothers and sisters have such feelings, too, when the Maple Leaf flutters from a mast before one of their public buildings. I can look out of a window in my Washington office and see six Maple Leaf flags flying from poles at the site of the new Canadian Embassy being constructed on Pennsylvania Avenue, two blocks away. That, too, gives me pride and a feeling of security knowing that our common bond of fellowship is so close.

Both of our nations, the United States and Canada, celebrate their origins this month. The United States' Independence Day is July 4, when the American Revolution was officially declared. Canada gained its status as a nation on July 1, 1867, when the British North America Act was adopted by the British Parliament. Both dates were truly milestones in mankind's progress. Both were expressions of freedom in a New World, new hope for the common man.

Canada did not emerge from a revolution, as the United States did. Its struggles came earlier, when the French and English competed for colonial control. It took a treaty in 1763 and several legislative acts extending over a century to create the nation. In 1867 the British Parliament passed the British North America Act and proclaimed July 1 as Canada's official birthday, and the nation became the Dominion of Canada, a status it held until the Statute of Westminister in 1931 gave Canada autonomy. In 1947 the Canadian Citizenship Act was passed, giving Canadians the right to call themselves Canadian citizens.

When you look at the history of our two nations, you realize that both are young as nations go. And yet we have a maturity and a way of life unsurpassed in this world. Our forefathers chose well when they set us on the road to democracy. The governments they founded have been examples for others to follow. Our labor movement has evolved over a century and become a shining example of democratic trade unionism for the other workers of the world.

The torch of freedom which Miss Liberty holds high above New York Harbor represents a host of spiritual ideals for oppressed workers of other nations. It represents stability, for one thing. Workers of underdeveloped nations constantly torn by political turmoil and dictatorial oppression look in awe at our political system. Why didn't we put Mr. Mondale in jail after he lost the election? Don't we exile our minority political leaders and raid their offices? Can every citizen vote in an election? Don't you have a labor party? Do you mean to say that your workers belong to all of the political parties?

When America celebrated its bicentennial in 1976, citizens stretched a banner near Concord Bridge in Massachusetts, the site of a battle in the American Revolution. The banner proclaimed, "The revolution is **not** over."

That banner didn't cause police action. It wasn't torn down by angry mobs. It didn't strike fear in the hearts of the citizenry. It was just another group of Americans speaking its piece. They might be rabble-rousers. They might be leftists. They might even be communists. But their right of free speech under a two-century-old Constitution was protected.

The words on the banner, if we interpret them correctly, actually have a profound meaning. The American revolution is **not** over. Americans must be reminded of that from time to time. America's striving for democratic ideals must go on and on. The nation should remain the most revolutionary in the world, for it has evolved over two centuries the greatest measure of freedom from tyranny of the mind and spirit that the world has produced. But there's much more to be done. As Thomas Jefferson said, "The price of liberty is eternal vigilance."

Communism tries to portray itself as the leader of a revolution for peace and prosperity. The Communists release flocks of white doves. They parade and shout under red banners, and they flout their military hardware. But there is no freedom as we know it behind the Iron Curtain.

For some reason, which is hard for me to understand, we have to keep reminding some people of that. I read about these students who supposedly represent American youth at these so-called peace rallies in Havana and Moscow, and I wonder. Are they just plain stupid? Where did they go wrong?

The communist doctrine calls for the forceful redistribution of wealth and the authoritarian rule of the state—the state being "the people," which is a fraud of the highest magnitude. Yet this so-called rule "by the people" is believed by many of the underprivileged of the world, and we must constantly do battle against Communist deceit. I believe we are rising to this challenge.

As some of our writers have stated, there is a rekindling of the national spirit during the 1980s. This has been true in both the U.S. and Canada. Canada, particularly, has played an increasingly greater role on the world stage.

I do not credit the Reagan Administration with the resurgence of the American spirit, although the Great Communicator has been effective in pointing up America's virtues in his speeches. Labor, like Americans, has been grateful for every effort made by the White House to bring peace with honor to the world.

Instead, I credit this resurgence of our national spirit to the souls of individual Americans asserting their-God-given rights. It's in the actions of the consumer advocates, protecting what we eat, what we wear, and how we live. It's in the actions of the environmentalists, demanding the clean-up of atomic waste dumps, water pollution, and air pollution. It's in the actions of citizens groups, seeking to reduce drunken driving, trying to find lost children, and struggling to establish a fair tax system. Certainly it is found in the North American labor movement. John F. Kennedy once said, "Those who would destroy or further limit the rights of organized labor, those who cripple collective bargaining or prevent organization of the unorganized, do a disservice to the cause of democracy."

That's why that inscription on the pedestal of the Statue of Liberty about "the huddled masses" has so much meaning to the oppressed people of the world; why so many are still trying to get into North America by any means possible.

There are challenges that won't go away, and we must deal with them. We must put our house in order for generations to come, and we must continue to spread the word about U.S. and Canadian freedoms, if we are to ever achieve real freedom and prosperity on this shrinking planet.

Patrick J Campbell

Patrick J. Campbell
General President

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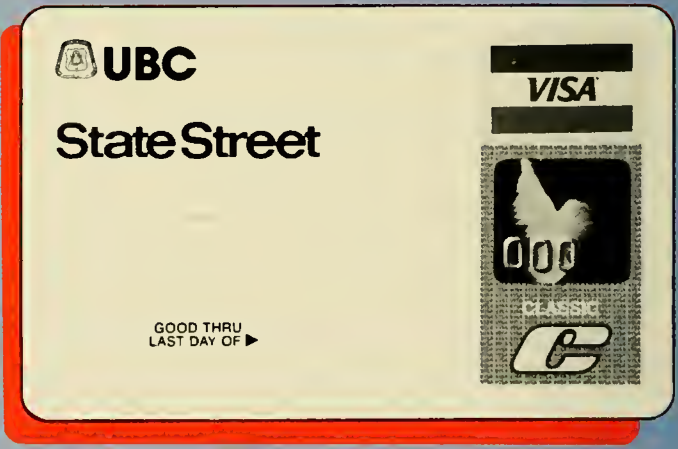

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See Page 16 for Details

August 1986

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881

U.S. Department of State Reception Rooms

SKILLED, UNION CRAFTSMANSHIP WAS BEST

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CARPENTER

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VOLUME 106 No. 8 AUGUST 1986

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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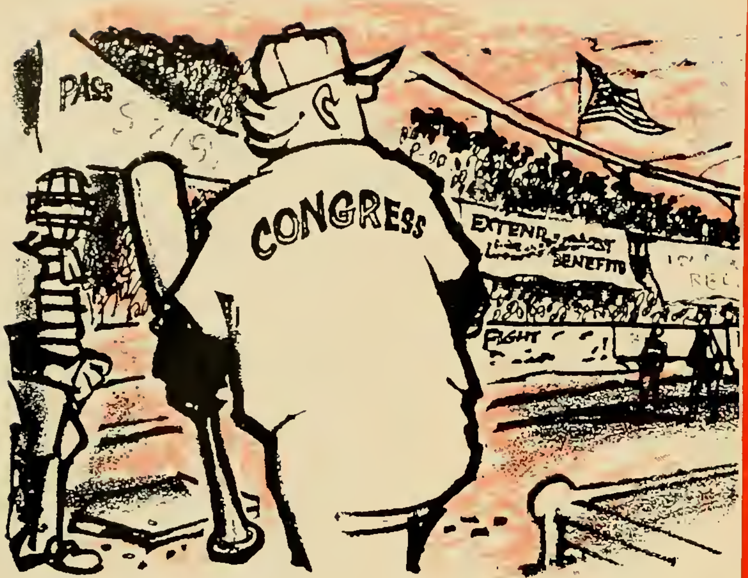
THE COVER

A grand welcome, indeed, is provided by this magnificent architectural entrance to the U.S. State Department Diplomatic Reception Rooms, pictured on our front cover. And it's a cover to make us all swell with pride. The recent U.S. State Department renovation was undertaken to provide an environment worthy of visiting dignitaries from all over the world, a proud showcase for the finest in American craftswork, furniture, and design. And where could they go for the best in woodworking but to UBC members? Looking through the archway and vaulted vestibule of the John Jay Reception Room towards the George C. Marshall Reception Room, one sees the hand-carved architrave which frames the double doors of the Marshall Room; a preview of the wonderful craftwork that lies within. (*See story on Page 5.*)

Inspired by the designs and ideas of Thomas Jefferson, the George C. Marshall Room is the mirror image of the 18th-century-style Jay Room with the addition of a pulvinated frieze.

John Jay (1745–1829) served as second Secretary of Foreign Affairs under the Continental Congress from 1784 until Thomas Jefferson took office as first Secretary of State in 1790. George Catlett Marshall (1880–1959) served as Secretary of State from 1947 to 1949. —*U.S. Department of State photograph by Richard Creek.*

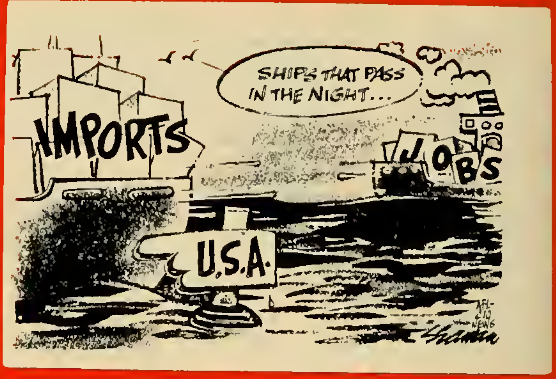
NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

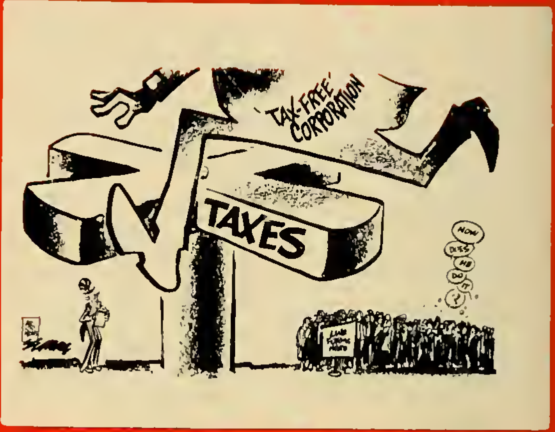


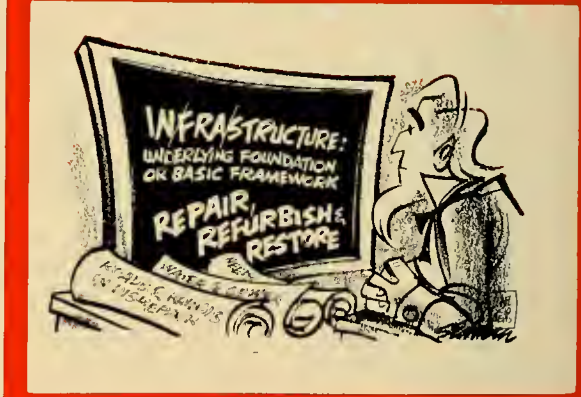
The Congressional Batting Record . . .

UP or DOWN in 1986?

Three issues still on base: an effective trade bill to protect U.S. jobs, tax reform that doesn't let corporations get away, and action on the nation's infrastructure.






INFRASTRUCTURE: UNDERLYING FOUNDATION OR BASIC FRAMEWORK
REPAIR, REFURBISH & RESTORE

There are 435 Congressmen and 100 Senators of many political persuasions at work on Capitol Hill in Washington, D.C. Assisting them are thousands of legislative aides and committee clerks, who feed the hoppers of the legislative branch of government with reports and resolutions designed to change and improve American life.

This year, a total of 2,500 proposed laws was presented to the Congress. One bill might simply name a dam in Middleville for a favorite son. Another will propose that the rose be adopted as the national flower.

But if you burrow down into this vast collection of proposed legislation, you'll find some that directly affect you, your family, and your job: tax overhaul, health care, deregulations, and social security, for example.

There are 117 bills before the 99th Congress which concern workers and their unions, and these have the undivided attention of the AFL-CIO's Committee on Political Education, the United Brotherhood's Legislative Department, and the Carpenters Legislative Improvement Committee. Congress has acted on some of these bills; others seem to be lost in the shuffle of papers that occurs before the Labor Day recess. Here's a rundown of the major bills which concern the United Brotherhood and the Congressional batting record on each of them:

DOUBLE-BREASTING—This is S. (Senate Resolution) 2181, known as the Construction Industry Contract Security Act. This bill is of special concern to our construction members, as it would outlaw the practice of a union contractor setting up a non-union operation. This so-called "double-breasting" practice permits an employer to avoid his responsibilities under a collective bargaining agreement or violate the terms of a pre-hire agreement. *(See Page 4 for anti-union and union views of this legislation.)* The Reagan Administration and various contractor organizations are opposed to the bill. The bill was introduced by Sen. Alfonse D'Amato of New York, and it has been referred to the Labor and Human Resource Committee.

TAX REFORM—The big tax reform bill you've read so much about started out in the House as H.R. (House Resolution) 3838 and was adopted by that legislative branch last December. Under the guidance of Sen. Bob Packwood of Oregon, it was adopted by the Senate Finance Committee in May. It now awaits full Senate action. Labor supports both the House and Senate bills with amendments. However one important amendment proposal which the UBC opposes is a proposal to let foreign corporations like Toyota have investment tax write-offs when they do business in the United States. *(See Pages 20, 21, and the President's Message beginning on Page 40.)* The Senate bill (S.313) raises personal exemptions to $2,000 for low and middle-income taxpayers; it calls for unlimited deductions for mortgages on first and second residences, but there is no consumer interest deduction. There are provisions which prevent corporations from escaping tax free, as in the past. There are many other provisions, too lengthy to list here.

HOBBS ACT AMENDMENTS—Congress scored two hits on this one, and, so far, no errors. H.R. 83, introduced by Phil Crane of Illinois, and S.1774, submitted by Charles Grassley of Iowa, would have put strikers under federal criminal codes. These bills would have put the federal government on the side of management in policing strikes and would have created tough federal sentences for union members involved in picket-line disputes. The House bill has been referred to the Judiciary Committee, where we hope it is defeated, and the Senate Bill was rejected by failing to invoke cloture.

DAVIS-BACON PROPOSAL—Rep. Charles Stenholm of Texas introduced H.R. 472, and Sen. Don Nickles of Oklahoma introduced S.1005 in the Senate. Both bills are called the Davis-Bacon Reform Act, and both aim to codify into law Department of Labor regulations that drastically changed the administration of the act a few years ago. The UBC, the Building Trades, and the AFL-CIO contend that the regulations violate the true intent of Congress and that codification of such federal regulations is an unheard-of practice, anyway. Neither of these bills have moved out of subcommittees, but labor must remain vigilant. No home run is expected, but letters from you asking defeat of this legislation are needed.

IMMIGRATION REFORM—Congressman Peter Rodino of New Jersey and Sen. Alan Simpson of Wyoming have introduced H.R. 3080 and S.1200. Labor supports the sections of the bills which call for sanctions on employers who hire aliens, or "undocumented" workers. It supports generous legalization and anti-discrimination practices for certain immigrants already here but opposes the new "bracero" guest-worker program. The House Judiciary Committee has reported out the bill and has referred it to the Education and Labor Committee and the Agriculture Committee for their input, before moving on to the Rules Committee and the House floor. There may or may not be action this year.

CONSTRUCTION TRAVEL EXPENSES—House and Senate bills have been introduced by Rep. Pete Stark of California and Sen. John Melcher of Montana which would end the discriminatory treatment of construction workers' travel expenses and deductions and allow the deduction of these expenses from federal income taxes. The House bill is pending in the Ways and Means Committee; the Senate bill awaits action by the Finance Committee.

HEALTH CARE COST CONTAINMENT—Bills in both houses would provide incentives to states to develop their own cost-containment programs within federal guidelines and remove incentives in the current reimbursement system to reduce costs through layoffs or reduction in the part-time status of hospital workers. They are H.R. 1801, introduced by Richard Gephardt of Missouri, and S.1346, introduced by Ted Kennedy of Massachusetts. The AFL-CIO supports both bills. The House Ways and Means Committee has the Gephardt bill; the Senate Labor Committee has Senator Kennedy's bill.

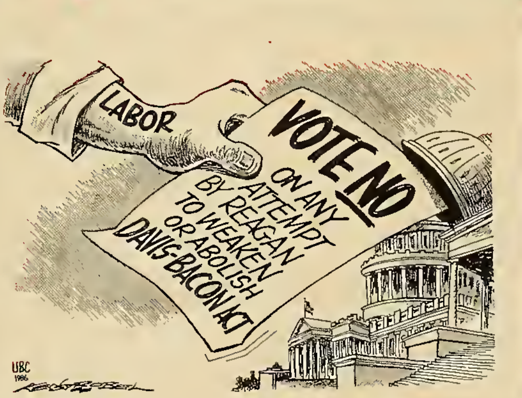
INTERNATIONAL TRADE—Several bills before the 99th Congress are concerned with the nation's loss of jobs because of cheap imports and tariff barriers overseas. Labor supports the Omnibus Trade Act of 1986 introduced by Rep. Dan Rostenkowski of Illinois which would protect labor's rights and reduce the trade deficit. It also supports two bills in the House and three in the Senate which would extend trade adjustment assistance to workers who have lost their jobs because of imports as provided in budget reconciliation legislation. Labor believes that trade adjustment assistance should be expanded to include income support, training and job search, and relocation allowances for workers displaced by cheap imports. There are also bills in the House and Senate regarding import surcharges. Labor believes that an import surcharge would provide some immediate relief from the trade-distorting impact of the overvalued dollar. The United States never had a trade deficit before 1971. In 1984 the U.S. trade deficit was $123 billion. This represents the loss of three million domestic jobs.

INFRASTRUCTURE—We described the growing need for improved bridges, highways, harbor facilities, railroads, and water and sewage systems in the July issue of *Carpenter*. All of these elements of a nation's structure are defined as "infrastructure," and a bill to improve the United States infrastructure is now before the House Committee on Public Works and Transportation. Entitled H.R. 1776, this legislation would not only improve the infrastructure, but it would also put thousands of construction workers now idle back to work.

HOUSING AUTHORIZATION—H.R. 4746 was introduced early in this session of Congress by Representatives Henry Gonzales of Texas and Stewart McKinney of Connecticut. Labor believes that additional federal funding is needed to keep assisted housing programs alive, and it supports the House bill. Known as the Housing Authorization Bill, it was passed by the full House on June 12.

Incorporated into the bill is funding for the HUD and Farmer's Home Administration housing programs—money that is vital to maintain production of new low- and moderate-income housing units. Also included are specific initiatives for the homeless, the Nehemiah Housing Opportunity Grant Program which enables low-income families to purchase homes, extensions for the FHA mortgage insurance authority, the Home Mortgage Disclosure Act, and other important urban development provisions.

The bill is now before the Senate for action.


LABOR
VOTE NO ON ANY ATTEMPT BY REAGAN TO WEAKEN OR ABOLISH DAVIS-BACON ACT
UBC 1986

The Davis-Bacon Act, which maintains wage levels, is again under attack. Anti-union forces are trying to raise the threshold at which Davis-Bacon applies to $1 million on military construction projects. Should they achieve their goal, prevailing wage protection would virtually cease, because military construction accounts for the lion's share of federal construction, and only 7½% of all military construction contracts awarded during Fiscal Year 1985 exceeded $1 million.

It is time for American construction workers to stand up and say "Enough!" In 1980, President Reagan pledged that he would not support repeal of the Davis-Bacon Act. Each of us should remind him of that promise.

DEBARMENT—Two bills in the House—H.R. 782 by Silvio Conte of Massachusetts and H.R. 1459 by William Clay of Missouri—would prohibit companies that violate the National Labor Relations Act from receiving federal contracts for up to three years. The bills have been referred to the Education and Labor Committee. Labor supports them, but they are opposed by the National Chamber of Commerce, the National Association of Manufacturers, and other business groups. There is no companion bill in the Senate at present, but this legislation is being advanced by the AFL-CIO, and more support is being sought on the Senate side.

SUMMARY—Despite the rosy claims of the Reagan Administration, a wide range of action continues to be needed to meet America's human and economic needs. In spite of a booming stock market and skyrocketing executive compensation, unemployment, underemployment, and inadequate paychecks continue to plague millions of America's working men and women. Congress doesn't have answers to all of the nation's problems, but it is presented many alternative solutions to the major ones we face.

Legislators are in office because of the votes of their constituents. If they are to truly represent you in Congress, they must know your views. Send them a letter today. Address your Congressman, care of the U.S. House of Representatives, Washington, D.C. 20515. Address letters to your home state Senators, care of the U.S. Senate, Washington, D.C. 20510. UBC

Let the Truth about S.R. 2181 Be Told

Now that the U.S. House of Representatives has approved legislation outlawing double-breasting and a similar bill is before the U.S. Senate for action, anti-union groups trying to preserve this immoral industry practice are becoming desperate. Opponents of S. 2181 have spread several unfounded rumors about the bill's intent.

The noted commentator Paul Harvey picked up one of these rumors, suggesting that S. 2181 would legalize common situs picketing and that it might displace the so-called "right to work" laws . . . none of which it does.

When Harvey's commentary was broadcast by Station KOLO-TV, Reno, Nev., Donald Alford, business representative of Reno UBC Local 971 called the station and asked for equal time to rebut Mr. Harvey's remarks. At lower left is what Paul Harvey contended, and to the right is Alford's response.

'S. 2181 Is a Sneak Attack'

PAUL HARVEY, COMMENTATOR

Say you are building a house and across town I am building a house. We are using the same contractor.

Let's say any one of the tradesmen working on my house gets upset about something, files a grievance with his union, starts picketing my place . . .

All other workers have to stop working on my house . . .

And on your house, too!

If we are building something much bigger than houses—enormous skyscrapers or warehouses or factories—same thing.

Any construction union having a dispute with a single contractor or sub-contractor may shut down the entire project.

And may shut down any other project in which that contractor is involved.

No, this is not legally possible at present but a bill called S. 2181 passed the House half of Congress in April. If it passes the Senate later this month, a freedom Americans have enjoyed for 210 years will be no more.

Construction is the biggest single industry in the United States; bigger than cars and steel combined.

Anything that affects construction inevitably will have ramifications in all industry—including where you work—or where you might not be able to work.

The essence of what it says is that American workers will no longer have any choice whether to belong to a union. Either they will or they won't work.

Americans, we have been down that road and found it rough!

'Double-Breasting Is a Shell Game'

DONALD ALFORD, U.B.C. Local 971

Recently, Commentator Paul Harvey suggested to his listeners that America's entire construction work force would lose its freedom . . . that "American workers will no longer have any choice whether to belong to a union," if a bill now before the U.S. Senate is passed. Nothing could be further from the truth! What Senate Resolution 2181 actually does is offer more freedom to the American worker, not eliminate it . . . freedom to bargain fairly for their labor in the truly American tradition of a fair day's work for a fair day's pay.

S. 2181 would eliminate a shell game played by some construction contractors whereby they operate two construction businesses—one union, with trained, skilled craftsmen, and the other non-union, with an assortment of questionable workers. Such a contractor is said to have a double-breasted operation. The purpose of going double-breasted is so that the contractor can run in a lower bid on a construction project with his double-breasted company, if the bid of his union company is not competitive. In effect, he is undercutting the livelihood of every one of his union workers and their families in order to get the fast bucks. He is actually lowering the standard of living of deserving and qualified workers.

I ask you, Mr. Harvey, what's so all-American about that?

A companion bill to Senate Resolution has already been passed by the U.S. House of Representatives. It should also be approved by the U.S. Senate. That's the only way to stamp out this contractors' shell game.

Editor's Note: Alford's quick action to get labor's views before the general public shows what can be done to turn around the opposition's propaganda. If your local union wants to take similar action on other occasions, the *Carpenter* can lend advice and assistance.

U.S. Diplomacy in UBC Style

"I have been all over the world and visited chiefs of state . . . there are many settings that are breathtaking, but there are none that are better than what we have here." This was a remark by U.S. Secretary of State George Shultz March 8, 1986, on the occasion of the reopening of the Offices of the Secretary.

Breathtaking, thanks to United Brotherhood craftsmen. But it wasn't always so.

In 1961, the Americana Project was formed to create suitable surroundings, from the unsuitable surroundings that existed, for American diplomacy at the U.S. Department of State, Washington, D.C. The goal was to obtain a permanent collection of the finest quality American period furniture and decorative art for the Diplomatic Reception

Barry N. Hahn, foreground, and Kenneth W. Wehr Jr., background, work on doors to be installed in the U.S. Department of State's Diplomatic Reception Rooms.

Foreman Robert F. Kressly III, the middle tier of three generations of his family to work at Eisenhardt Mills, works on State Department doors.

Rooms, and to architecturally improve the Diplomatic Reception Room interiors. Enter UBC members.

Eisenhardt Mills Inc. of Easton, Pa., was chosen to do the architectural renovation, to represent the nation's craftswork to dignitaries from all over the world. Started in 1937 by William B. Eisenhardt, the company employs 30 craftsmen, members of Local 600, Bethlehem, Pa., and enjoys a reputation firmly built on quality work. Prior to being selected by the Fine Arts Committee of the State Department to provide the woodworking for the 10-room office complex of the Secretary of State, the firm had been retained to help rebuild Independence and Carpenters' Halls in Philadelphia, Pa.; City Tavern and Graff House, Philadelphia; and Immanual Church on the Green, New Castle, Del. Other past projects have taken them as far as Saudi Arabia, Bermuda, and Mainland China.

Donald Lockard, founder Eisenhardt's grandson, is now carrying on the family tradition and, along with the Eisenhardt workers, taking pride in the fact that they still do much restoration by hand. Pegs are whittled by knives and used instead of staples, nails, or glues; moldings are often hand planed; and wood carving is practiced by some of the seasoned craftsmen.

To compensate for the fact that modern-day apprenticeship training, because of increasing mechanization, has a different focus from that in years gone by, the mill puts new apprentices through a thorough four-year apprenticeship program covering the basics. Each apprentice is teamed with a journeyman to study the different characteristics of the woods, to learn how a piece will machine, to fashion a board from rough lumber.

"After the apprenticeship, it can take another 10 to 15 years to really become acquainted with all aspects of woodworking," says Lockhard. A steadily decreasing number of experienced woodworkers understand the complicated techniques used by colonial craftsmen to produce the intricate and delicate detail. Fewer still can visualize, plan, and lay out the work. Eisenhardt Mills prides itself on having UBC craftspeople who can do it all, and interested and capable apprentices eager to learn.

Philadelphia's Independence Hall was one of the company's most exacting jobs. All of the existing woodwork was removed; "every nail, every splinter" was marked and catalogued.

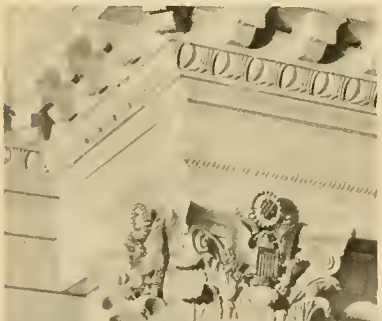
"Everything had to be exactly like the original," mill foreman Robert Kressly told *Historic Preservation* magazine. Kressly's father was a foreman before him; his son recently signed on as an apprentice.

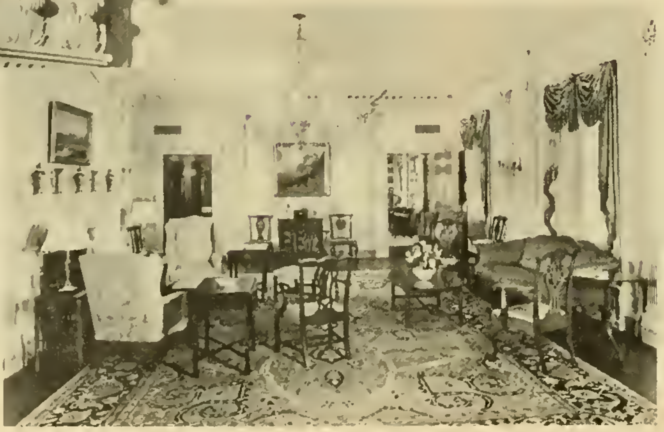
But certainly one of Eisenhardt Mills' proudest achievements is the renovation of the State Department's Diplomatic Reception Rooms, designed from the very best Colonial Georgian and Federalist architecture of Early America. Demolition of the old facilities and construction of the new was completed in less than seven months at a cost of $2.25 million, all from private funding. And upon completion, a pleased Secretary of State George Schultz held a reception in the newly-completed rooms for the architect, the contractors, and all the craftspeople involved in making the plans a reality.

To do the State Department renovation, Eisenhardt Mills was paired with Architect Allen Greenberg for the third time. It is always a friendly and active partnership.

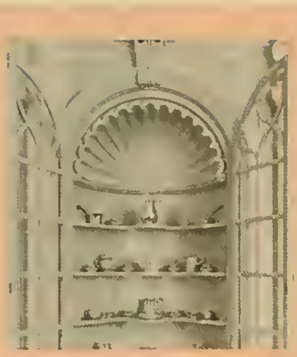
"These are the people who bring my

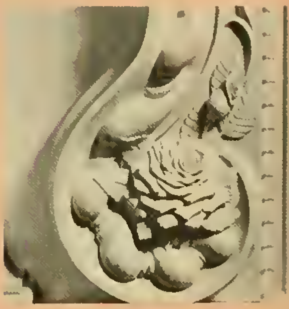
Continued on Page 17

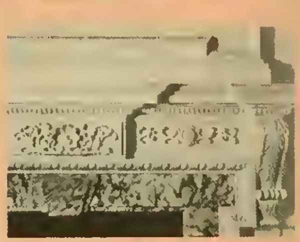




The renovated formal office of the Secretary of State, right, is based on the theme of paired Corinthian pilasters. The capitals incorporate into their design the Great Seal of the United States, in carved mahogany, pictured above.







Brotherhood members worked with carving artists to produce the beautiful interior woodwork displayed throughout the Diplomatic Reception Rooms. Intricate keystone and shell carving dominates the corner cupboard design, top, in the small private waiting room.

The door architrives in the Secretary of State's office, middle, were inspired by work in historic houses in Maryland. The carving on the inner edge of the architrave is a traditional Greek water leaf motif. The principal feature of the architrive base is the carved American Beauty Rose, Washington, D.C.,'s flower, which grows out of the center of the cable molding spiral at the base of the door jamb.

The fireplace opening in the office of the Secretary, bottom, is framed with King of Prussia marble, supporting a projecting panel with carved shell motif and elaborate floral and leaf decoration. The surround has egg and dart carving with vine leaves and grapes, symbols of hospitality, at the corners.

Diplomatic Reception Rooms, U.S. Department of State, photographs by Richard Creek.

The BOYCOTT

L-P UNFAIR
DON'T BUY L-P
DON'T BUY P

A TRADITIONAL LABOR WEAPON SERVES WORKERS WELL TODAY

The boycott, a frequently used economic weapon for fighting anti-unionism throughout the long history of American trade unionism, has served working men and women well. American labor history has many examples of the effective use of the boycott weapon, which was used as early as 1834 by striking shoe binders in Lynn, Mass. The striking workers urged the citizens of Lynn not to patronize the shoe manufacturers. The Knights of Labor employed consumer boycotts early to curtail workers' purchases of products manufactured by "unfair employers." Samual Gompers, one of the founders of the American Federation of Labor, described the boycott to a Congressional committee in the following manner:

> "The boycott is nothing more than the effort on the part of labor to defend their friends and to withhold their friendship from those who are their enemies . . . "

The Brotherhood's use of the boycott throughout its history is well documented. At the turn of the century, the Brotherhood used the boycott weapon as an organizing tool. The first American boycott began in 1896 when New York builders, architects, and manufacturers of trim work were cautioned that if contracts were awarded to firms who did not construct the trim under union rules, they would refuse to handle it.

Supplementing the boycott, the union label, adopted in 1900 by the Brotherhood, became important in alerting consumers and workers to the standards under which a product was made. The refusal of workers to handle non-union products was an essential component to early organizing efforts.

As with nearly every other aspect of labor relations, changes in the law over the years have narrowed the rights enjoyed by unions in the boycott area. Labor boycotts such as the Coors and the Marvel Poultry campaigns are now confined to the area of consumer directed "don't patronize" or "don't buy" campaigns. Effectively run, these consumer-oriented boycott efforts can help generate the pressures necessary to resolve labor disputes.

The Brotherhood at present is engaged in two important labor battles in which the boycott has been effectively employed. The two campaigns in which the boycott has been utilized and the targeted corporations, Louisiana-Pacific Corp. and American Express Co., present very different circumstances and challenges. In both cases the boycott has been incorporated as an integral part of a more comprehensive campaign.

Louisiana-Pacific

In January of 1984 the Brotherhood sought and received AFL-CIO sanction of a national labor-consumer boycott of L-P wood products. The boycott was initiated in support of 1,500 Brotherhood members fighting L-P's union-busting. For nearly three years Brotherhood members have aggressively conducted L-P boycott activities, producing tremendous results.

The L-P boycott started as a "Don't Buy" campaign targeting struck L-P wood products. Boycott "Don't Buy" picketing was conducted at retail store locations selling L-P lumber products. From this beginning, we changed the boycott campaign to a more aggressive "Don't Patronize" effort targeting the retailers of L-P wood products. In order

LOUISIANA-PACIFIC, AMERICAN EXPRESS: BOYCOTT TARGETS

Members and spouses of Carpenters Local 247, Portland, Ore.—Kate Barrett, Ann Zawaski, Stephen Angnos, and Bob Sheriff—explain their L-P boycott to customers leaving a lumber retail outlet.

PACE
CONSTRUCTION CORPORATION

Members of Local 225, Atlanta, Ga., picket the Pace Construction Corp., a non-union general contractor on a Robinson-Humphrey project. Robinson-Humphrey is an American Express subsidiary.

to convey the new "Don't Patronize" boycott message, the boycott activity has been confined to consumer handbilling and other "non-picketing publicity" as required by law. In addition to the handbilling of retail store consumers, new home buyers have been handbilled at new home sales offices where L-P wood products have been incorporated into the new homes.

While it is difficult to quantify the boycott's impact on the company in exact terms, it is certain the impact has been significant. L-P's sales and profits since the boycott began have been poor, with the company experiencing the worst profit performance of major producers in the forest products industry. Reports from boycott coordinators and local agents organizing handbilling actions indicate that over 600 retail store locations have stopped selling L-P wood products following UBC boycott activity. The 600 plus stores ending the product sales are from a total of approximately 1,500 stores handbilled, revealing a very high rate of effectiveness from the boycott activity.

American Express

While the Brotherhood's L-P boycott is in support of an industrial strike effort, the consumer-directed boycott appeal against American Express is a campaign directed against a construction user using non-union contractors paying substandard wages and benefits. American Express is now nearing completion of a credit card facility in Greensboro, N.C. The $60 million project has been built non-union as reported in earlier *Carpenter* articles.

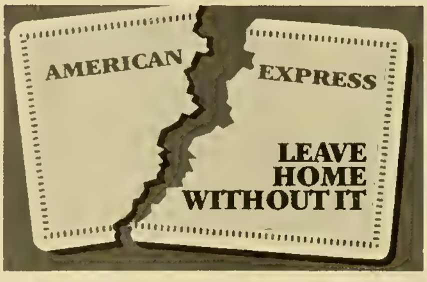
Construction users, such as American Express, who retain contractors engaged in a dispute with our members or who pay substandard wages and benefits can properly be targeted for consumer boycott leafletting. The targeted boycott products at American Express are the company's consumer products, notably its credit cards and travelers checks. Research of the American Express corporate structure reveals numerous subsidiary operations, such as the Boston Co., Robinson-Humphrey, Shearson Asset Management, and Bernstein-Macaulay, involved primarily in real estate development and the pension management business. The pension management operations of these companies, which include billions of dollars in union pension funds, is not the target of the American Express boycott, as legal restrictions limit the boycott's scope to the products of the company directly "distributing" the non-union construction—in this instance, American Express Co.

General President Patrick J. Campbell voiced a strong boycott message directed at money managers in his letter to the membership in the April *Carpenter*, when he stated:

> "A fund manager who directly or through subsidiary operations refuses to work with our members does not deserve our business. There are plenty of competent management companies we can work with."

While plenty has changed within the labor movement in the days since the earliest uses of the boycott weapon, the goal of the boycott as articulated by Samual Gompers remains the same: to withhold economic support of those who are the enemies of working men and women. Boycotts remain effective tactics in fighting anti-unionism to this day. L-P, which has destroyed the livelihoods of many of our members, has been severely hurt by our boycott efforts. American Express, which is employing contractors undermining fair work standards, is beginning to see the full dimensions of our ability to effect their business as the "Leave Home Without It" campaign takes hold.

The Brotherhood has made a major commitment to running effective boycott campaigns by mobilizing our membership, the entire labor movement, and supportive members of the general public. Whether it is lumber products, credit cards, or pension business, the economic lifeblood of those companies which work against the working men and women should be attacked, and the boycott remains an effective mechanism for mounting such a challenge. UBC



Weyerhaeuser struck!
THE Union Register

Some 7,800 UBC members of two woodworking unions went out on strike June 16, shutting down a score or more Weyerhaeuser Corp. mills and logging operations in Oregon and Washington.

The strike was called after two months of negotiations between the big wood products corporation and its employees—members of the UBC's Western Council of Lumber, Production, and Industrial Workers, and the International Woodworkers' Region 3.

The Weyerhaeuser operations were shut down at the start of the day shifts at Longview, Enumclaw, Aberdeen, Raymond, Centralia, and Pe Ell in Washington and Springfield, Cottage Grove, North Bend, and Klamath Falls in Oregon. One thousand of the workers are UBC-LPIW members, and 6,800 are with the IWA. All had remained on the job past their May 31 expiration date of their common industry-wide contract.

"The strike is over Weyerhaeuser's refusal to negotiate—the fact that their economic proposal has remained stubbornly unchanged from the onset of bargaining months ago," said Denny Scott, bargaining representative for the U.S. Forest Products Bargaining Board with which the two unions are affiliated. "Simply put," he remarked, "the strike is about getting Weyerhaeuser back to the table, bargaining. This is the strike's objective."

Weyerhaeuser company officials continued voicing public statements to the effect that they do not intend to relent on their demands for wage and benefit roll-backs amounting to $4.30 an hour.

"It's been the same story since bargaining opened over two months ago," said James Bledsoe, executive

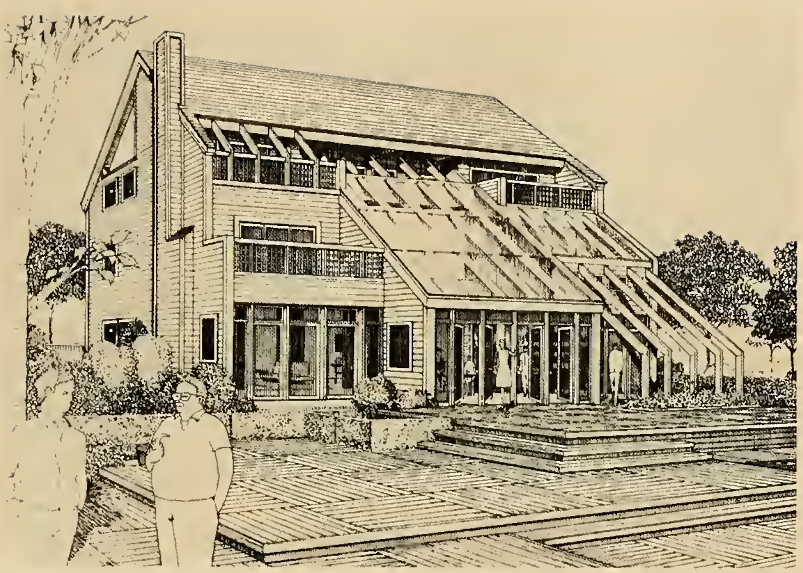
user Contract led; Company Unacceptable

secretary of the Western Council LPIW and spokesman for the Joint Bargaining Board. "The company's so-called final offer is virtually identical to the very first offer they placed on the table."

On June 26, 10 days into the strike, the company made a "modified final" offer. Because the company had changed some of the contract language demands and modified their demand for wage concessions, the Western Council and IWA submitted the proposal to their locals for a vote. The vote was taking place through July 7, as *Carpenter* prepared to go to press.

Meanwhile, the strike continues. Although the company has brought supervisors in at selected plants to run the operations, not a single union member has crossed the picket lines. Spirits of the strikers are high, and determination is strong. At the UBC General Office in Washington, D.C., the Industrial and Special Programs Departments are gearing up for a national corporate campaign against Weyerhaeuser, if necessary.

While the strike continues at Weyerhaeuser, the Southern members of the U.S. Forest Products Joint Bargaining Board are continuing their negotiations with Georgia-Pacific. On June 29, 1986, all Georgia-Pacific—Southern Council of Industrial Workers' locals voted to reject a proposed three year agreement that included a $500 bonus the first year; a 4% increase the second year; and a $500 bonus the third year. In an effort to bring all the major wood products contracts to a common expiration date of 1988, the UBC locals are holding firm for a two year agreement. As of this date, negotiations are continuing between the UBC, IWA, and Georgia-Pacific.



An architect's drawing of Summit House, the U.S. Department of Agriculture's bid for more U.S. forest products sales in Japan.

Summit House Designed to Convert the Japanese from Cants to Wood Products

During the recent Economic Summit in Tokyo, Japan, attended by President Reagan and other high U.S. officials, Under Secretary of Agriculture Daniel Amstutz dedicated Summit House, shown above.

The 5,400-square-foot structure was erected in Tokyo by the American Plywood Association at the request of the U.S. Foreign Agricultural Service. It was designed to show Japanese government and construction industry leaders that such a three-story wood frame structure is practical in Japan and that it is competitive with existing Japanese building methods and materials.

Such promotion is encouraging to UBC members in the forest products industry and long overdue. It marks the first time the U.S. government has encouraged the export from America of *finished* forest products. Heretofore, wood exports have been primarily limited to cants—unprocessed logs from which only the bark has been removed. Jobs are lost to U.S. workers when cants go directly from the woods to overseas processing facilities. For many years, Japanese firms have outbid American forest products companies for unprocessed logs. During the late 1960s and early 1970s, the UBC fought hard in Congress to get legislation restricting the export of cants.

Summit House is the mixed-use building which combines offices and living accommodations, as well as space for seminars on wood construction.

It is an outgrowth of trade talks between the United States and Japan in October 1985. One of the goals of the talks was to identify trade barriers and develop a schedule for their removal.

"Summit House directly addresses the problems of restrictive building codes, under utilization, and inefficient wood use in Japan," said Amstutz.

Japan is a major market for U.S. wood products. Japan imported roughly $1.1 billion worth of wood products last year, but most were unprocessed logs. Promotional efforts such as Summit House are designed to boost exports of all forest products. "We believe the market for wood products can double in the next 10 years," Amstutz said.

Work on Summit House began in February 1986 when the American Plywood Association sent framing and drywall crews to Tokyo. The structure was designed by Tokyo architect Yuji Noga, who has extensive experience in wood construction in the United States and Japan.

Through the efforts of officials in the United States and Japan, a special permit was obtained to build the structure. Wood construction of this height currently is limited by Japanese building codes. Summit House demonstrates the feasibility of engineered wood construction systems in three-story applications.

"It is a working example of systems of construction that are not in use in Japan now, but could be," said Amstutz. Amstutz presented the structure to the people of Setagaya Ward, the section of Tokyo in which it is located, who will eventually use it as a community center. For the first three years, however, the structure will be used to promote wood utilization in Japan.

Washington Report

HARD-HAT SUMMITRY

There's been much talk about the planned Reagan/Gorbachev summit and the U.S.-U.S.S.R. cultural exchanges, but not much attention given to a couple of recent U.S.S.R. visitors to Washington, D.C.

For 10 days in May, the General Services Administration hosted a team of experts in building design and construction management from the U.S.S.R. The six visitors' itinerary included stops in New York, N.Y., and Portland, Ore., as well as Washington, D.C. The visit resulted from a U.S.-U.S.S.R. agreement to cooperate in the exchange of information on housing and construction technology.

Just a month later, another U.S.S.R. construction worker made a 17-day visit to our country. The June guest was hosted by the Washington/Moscow Capital Citizens' Exchange. Nikolai Zlobin, a labor leader, deputy in the Presidium of the Supreme Soviet, and a Moscow bricklayer, toured several local construction sites and offered praise for the quality of U.S. workmanship.

NLRB CHAIR ANTI-UNION?

National Labor Relations Board Chairman Donald L. Dotson has dissented on several recent decisions, highlighting once again what many labor proponents view as an anti-union, pro-employer stance.

The chairman's comments in these cases underscore his approach to decision making, the role he demands of the General Counsel in proving a violation, and the approach he advocates for the Board when confronting an employer's exercise of business judgment. In eight such cases that were made public, the chairman differs with his colleagues and favors the dismissal of unfair labor practice complaints.

The chairman castigated the Board in one instance for second-guessing an employer's exercise of business judgment. And in another, he found that the employer's violation was isolated and de minimis (a technical violation which has no penalty).

MAKE FIRMS ACCOUNTABLE

Charging that "foreign firms operating in the U.S. too often act to undermine U.S. social standards," Howard D. Samuel urged congressional support of H.R. 2582, the Foreign Investment Disclosure and Reciprocity Act.

Samuel, president of the AFL-CIO Industrial Union Department, testified recently before the Consumer Protection and Finance Subcommittee of the House Committee on Energy and Commerce.

Environmental protection, workers' rights in labor-management relations, and occupational health and safety standards are areas toward which foreign owners often take a "Jekyll and Hyde" attitude, Samuel charged. They ignore laws here which they obey "to the letter" in their own nations, he said.

The problem is further compounded by the fact that foreign-owned firms operating in this country have no requirement to make "full financial and ownership" disclosures comparable to the extensive disclosures required of companies incorporated under American law, he pointed out.

HELP FOR FIRST-TIME BUYERS

A Riegle-Cranston bill was recently introduced in the Senate to make it easier for young people to raise the cash for a down payment on a home.

The bill, co-authored by Senators Donald W. Riegle Jr. (D-Mich.) and Alan Cranston (D-Calif.), will permit first-time homebuyers to withdraw money from their Individual Retirement Accounts without penalty.

Cranston, who opposes a provision in the tax proposal that would eliminate deductions for more than 2 million households that own IRAs in California alone, said "first-time homebuyers continue to face an affordability crisis."

"Young households—couples under the age of 35 who are hoping for their first home—are especially hurt by escalating prices," Cranston said.

"Studies show that their greatest stumbling block is coming up with the cash for a down payment. Many young people may already have a substantial amount in their IRAs—if they could get at it. My bill would enable them to do so, without penalty."

EX-AIDES CASH IN ON ACCESS

The streets of the nation's capital are filled with a new breed of power brokers these days. According to recent estimates, there are approximately 20,000 lobbyists and high-priced facilitators in Washington, D.C.—about 37 for every one member of Congress.

Labor groups and pro-labor lobbyists who are working to advance our causes are dwarfed by the presence of these special-interest consultants, many of whom have strong ties to and influence with the current administration.

A major concern of some laborites is that these pricey lawyers, public relations types, and lobbyists seem to have too much influence on Reagan policies. Foreign governments are lining up to pay exorbitant fees for their services—and the major offering in many cases is access to the administration by virtue of the ex-aides' former positions.

Blueprint for Cure Campaign Continues

The "Blueprint for Cure" fund raising campaign, initiated by the United Brotherhood and the Building Trades to raise money for the Diabetes Research Institute in Miami, Fla., got a tremendous boost in June with the announcement that the UBC's VISA credit card program would aid the cause.

Thousands of UBC members have sent their VISA applications to Working Assets Inc. of San Francisco, Calif., which is monitoring the program. Five dollars out of each VISA membership application accepted is going to the "Blueprint for Cure" drive.

Recent contributions to Blueprint for Cure include:

Local Unions

In Memory of Local 42 members:
Edward Braun, Rosendo Camacho, U. T. Haapakoski, Einar Hansen, Michael Lister, Fred Nicolaus, Robert Williamson.

117-L, Appleton, Wisconsin
142, Pittsburgh, Pennsylvania
252, Oshkosh, Wisconsin
278, Watertown, New York
657, Sheboygan, Wisconsin
782, Fond du Lac, Wisconsin
849, Manitowoc, Wisconsin
955, Appleton, Wisconsin
1364, New London, Wisconsin
1693, Chicago, Illinois
1752, Pomona, California
2167, Sturgeon Bay, Wisconsin
2244, Little Chute, Wisconsin
85, Rochester, New York
2361, Orange, California
2941, Warm Springs, Oregon
3203, Shawano, Wisconsin

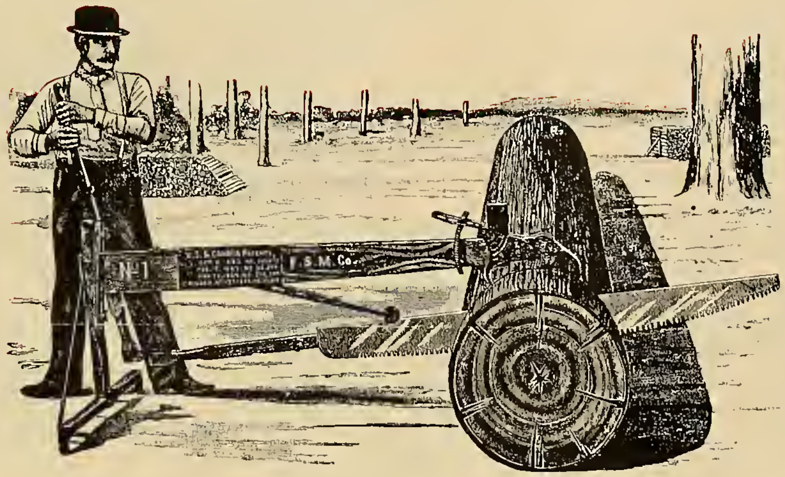
Councils

Central & Western Indiana DC
Fox River Valley DC
Missouri State Council

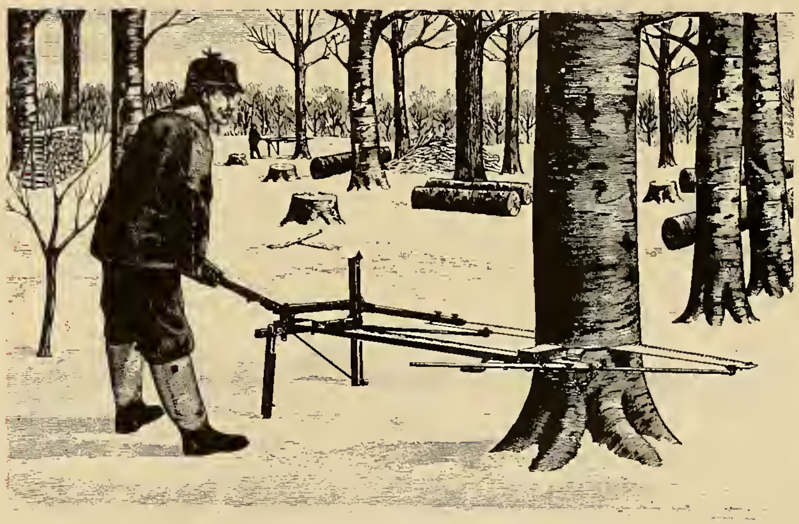
Individuals

George R. Bengough
Tom M. Brown
Bryant Golf/Diabetes Assn.
Dale Hagstrom
Robert Hickman
In Memory of Catherine Beckes Marrokal
In Memory of Earl H. Johnson
In Memory of John J. Morgan
Francis & Adelia Lamph
Douglas Matejovsky
Howard Nelson
Ted E. Norcutt
Sheret Post #35, American Legion
Willie L. Shepperson
Glen Slaughter and Associates
Frank Di Brizzi
Henry Hernandez
Francis McHale
B. R. Upton

Check donations to the "Blueprint for Cure" campaign should be made out to "Blueprint for Cure" and mailed to General President Patrick J. Campbell, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave. N.W., Washington, D.C. 20001.



The folding saw machine in action. The operator stood to one side, holding firmly to an "improved grip," and he sawed with a pumping motion of the lever grip.



The folding saw machine could be set up as shown to saw down trees 18 inches and 27 inches from the ground, according to the 1890s catalog. It was hard work.

'Treadle Saw' Is Really Folding Saw Machine

In the June *Carpenter* we asked our readers to identify what looked to us like an antique "treadle saw." We got the true identification from two members who are experts with regard to antique tools.

Kenneth Runkle, business representative and financial secretary of Local 215, Lafayette, Ind., informed us that the tool in question is a folding saw machine from the 1896-97 period, and he sent us pictures from a catalog.

Jim Pauze of Local 20, Staten Island, N.Y., also sent pictures, and he writes, "The saw in question was made by the Folding Saw Machine Co., Chicago, Ill., from the late 1880s to approximately 1920. It came in two sizes and four blade lengths—5½ feet, 6 feet, 6½ feet, and 7 feet—had three tooth designs, and cost $23.50.

"I have one of these saws in very good original shape, along with the catalog and testimonials of owners.

"The book makes claims of how the saw can be folded up like a pen knife, carried into the forest, and can be used to cut up to 9½ cords of wood per day by oneself. (Probably with no coffee breaks.) One testimonial claimed that one man cut 5,000 feet of logs in one day and still had energy left.

"The saw can be used for both felling and bucking, has a clamp to hold the log, a saw guide for the long blade, and an adjustable pressure bar to speed the sawing.

"I have used mine and came to the conclusion that the woodsmen 80 to 100 years ago were either supermen or liars."

Taking the Initiative

Your union has broadened its activities in two vital fields. This is the fifth in a series of articles describing ways in which the UBC meets future needs.

UBC Industrial Safety staffers visit workplaces, produce informational brochures on hazards, and conduct seminars on how to keep the workplace safe.

We don't leave work-site or shop conditions to the whims of employers. We must use economic strength, as well.

Safety, Health

Supplying Data On Job Hazards

When Ronald Reagan was first elected in 1980, he vowed to get government off the backs of business. The most conspicuous enemy of business was OSHA, and Reagan's appointees made OSHA a special target for reform. OSHA regulations issued in the last few months of the Carter Administration were immediately pulled and revised to their liking. Worker education materials were destroyed because they were too pro-union. And a major revision of the OSHA standards began to give employers more flexibility by getting rid of many requirements.

At the same time OSHA had awarded the UBC a New Directions Grant to start a safety and health project for our industrial members. What began as an educational program has blossomed into a full-fledged department of the International, fighting on numerous fronts the retrenchment occurring at OSHA, and pushing forward for even more protections. The following are several areas where the department has been active.

OSHA STANDARDS

Vice President Bush and his task force on Regulatory Relief specifically targeted for weakening OSHA's **Commercial Diving** standard, which the UBC had won for its members in the mid-1970s. The UBC fought back through testimony before Congress and OSHA and succeeded in minimizing the deregulation.

In 1981 the UBC, along with many other unions, petitioned OSHA for tougher standards for **formaldehyde** which is used extensively in wood products. After four and a half years of prodding, a lawsuit from the UAW, and strong testimony in support by the UBC last spring, OSHA finally proposed a new standard last winter.

For ten years, OSHA has been concerned about the cancer hazards of **benzene**. Finally last winter, because of union pressure, OSHA proposed a stricter standard. The UBC offered testimony last spring about the need to protect our members doing maintenance work in oil refineries.

Thousands of our members have become ill from exposure to **asbestos** on the job. Almost five years after OSHA was pressured by the unions to reduce exposure levels, OSHA recently published a new Asbestos standard specifically for construction. The UBC Safety and Health Department was instrumental in this process, testifying at OSHA hearings and working with the Building Trades Department. The UBC also testified before EPA in support of a ban on asbestos in all construction materials.

OSHA proposed revisions last fall to their Concrete Construction standard. In part they attempted to trade off human lives to save the employers' money. The UBC and the Building Trades Department blasted them at hearings in June for such an immoral approach to safety.

Under pressure from the Office of Management and Budget, OSHA proposed last year to eliminate 23 requirements that employers keep records of inspections of power presses, cranes, and other equipment. The UBC testified at OSHA hearings last May about how these record-keeping changes would make jobs less safe.

In 1985, with mounting evidence of the health hazards posed by **wood dust**, the UBC petitioned OSHA to issue a strict standard for exposure to wood dust. After sitting on our request for over a year, OSHA is shortly expected to agree to proceed with such a regulation.

TRAINING, EDUCATION

The UBC Safety and Health Project, which evolved into the Department of Occupational Safety and Health, was charged with educating our industrial members about hazards on the job and their right to a safe workplace. In the process, the staff created a comprehensive resource manual, a series of hazard identification pamphlets, and an audio-visual program for training members on hazard recognition. Training sessions for members have been held all over the country on topics ranging from Asbestos to Health and Safety Committees and the new Right-to-Know Laws. Our materials have been recognized by other unions, government agencies, and private organizations as some of the best educational materials available. Over 11,000 copies of our asbestos pamphlet have been distributed to members during the past two years. Our monthly safety articles in the *Carpenter* magazine for the past two and a half years have kept members up to date on the new developments in the field of occupational safety and health. New materials are in the works on construction safety, health and safety committees, and noise hazards on the job.

TECHNICAL ASSISTANCE

Our staff, consisting of a safety director and an industrial hygienist, has provided answers to hundreds of technical questions from members on the hazards of individual chemicals and many other areas. We have access to computerized data bases containing information from over 15,000 medical journals. We also have one of the best safety and health libraries in the country. Many times OSHA has contacted us for information on particular hazards. We have provided assistance to researchers studying the hazards of commercial diving, knee injuries among floorlayers, and sunlight exposures of concrete workers.

ORGANIZING

Safety can be an effective tool in organizing, and the department has been working closely with the Industrial, Special Programs, and Construction Organizing Departments on campaigns. Safety is a bottom-line issue with many workers and the union's efforts in this area are a big incentive to workers to join the union or become active.

Whether fighting for tough new regulations, educating the membership, or keeping members current on the latest in safety and health, the UBC Department of Occupational Safety and Health is out in front defending your rights to a safe and healthful job, and helping to make that a reality.

Special Programs

New Responses to Growing Challenges

New responses are needed from organized labor to combat the growing intensity and sophistication of the resistance that keeps cropping up in organizing campaigns and at the bargaining table. Supported by an anti-worker political environment, employers in this country are fighting organizing efforts with a ruthlessness not seen since the earliest days of the labor movement. Contract renewal time is now seen by many employers as an opportunity to bust a union rather than a time to engage in constructive bargaining.

The Brotherhood has made a strong commitment to counter these threats to our members' collective bargaining rights and the fair work standards they have established through the years. Evidence of that commitment is the creation of the UBC Special Programs Department, which is responsible for assisting in the development of new "corporate and economic" organizing and bargaining tactics for our construction and industrial sectors. The Brotherhood is the only international union which has taken the initiative to establish a department to provide the in-house capability to conduct "corporate campaigns" against employers and channel our economic power.

The focus of the department's activities is on developing and implementing non-workplace "corporate and economic" tactics and strategies in conjunction with the Organizing and Industrial Departments as a complement to traditional organizing and collective bargaining efforts. A target—be it a construction contractor, user, financier or manufacturing operation—is systematically and thoroughly researched, vulnerabilities identified, and actions started to create pressure on the target. The goal is to improve our organizing and bargaining stance. "Economic" organizing tactics use the tremendous financial power that rests with our members' pension and welfare funds in organizing and bargaining support actions.

PENSION POWER

How would you feel if a company in which you were a part owner conducted business in a manner that threatened you and your family's livelihood? It happens every day. Working men and women in the country, through their retirement and welfare funds, are major owners of corporate America. It is not uncommon for worker benefit funds to hold major, if not majority, stock positions in the large public corporations which influence our economic life. The construction user who refuses to allow union builders on its project, the bank which finances millions of dollars of non-union construction, and the manufacturing operation which hires a union-busting consultant to fight a union organizing campaign may all be companies which are dependent upon the investments and business of union pension funds to survive.

In an effort to put meaning into the phrase "pension power" and establish a measure of accountability with those companies with whom our benefit funds do business with or invest in, a program was established two years ago to identify and track the investment portfolios of the Brotherhood's pension and welfare funds. The goal of the program was to identify every trust fund in which Brotherhood members participate, and compile a current database of the investment portfolios of each trust. The positive response of the affiliates to the project has helped insure its success.

Approximately 300 Brotherhood pension and welfare trust funds with assets of over $7 billion are now tracked on a continuous basis. The assistance of the

Continued on Page 22

BOYCOTT THE UNION BUSTERS
LOUISIANA PACIFIC
CORP.
UNFAIR TO LABOR
34
STOP
BOYCOTT THE UNION BUSTERS
LOUISIANA PACIFIC
CORP
UNFAIR TO LABOR

Armed with information provided by Special Programs, these Northwestern strikers are ready to do battle with unfair corporations such as Louisiana-Pacific.

Ottawa Report

UNIONS FIGHT SHUTDOWNS

Employees in small companies are increasingly eager to join a union, spokesmen for the labor movement say.

In the wake of the recession, many of these companies speak of being "lean and mean." For employees, that can translate into work speed-ups, lack of adherence to safety procedures, and an absence of job security, regardless of seniority, said Maurice Keck, assistant to the national director of the United Steelworkers of America, which has 190,000 members in Canada.

Union representatives have found that often when a company is pressing for greater efficiency, what happens is that somebody gets hurt because of a speeded-up assembly line.

In non-union plants, employees have been forced to quit or be fired for applying Ontario's Occupational Health and Safety Act, which guarantees that workers can refuse to work in unsafe conditions.

During the past two years the number of injuries in Ontario workplaces has increased by at least 24%, based on the number of claims at the Workers Compensation Board.

DUES USE UNRESTRICTED

The Charter of Rights and Freedoms does not bar unions from using members' dues to support political parties and social causes, the British Columbia Supreme Court has decided in the first court ruling on a key set of challenges to union power.

The B.C. court was ruling in the case of Charles Baldwin, a jail guard in Burnaby who must, by law, pay dues to the B.C. Government Employees Union. Baldwin said his Charter rights were being infringed any time the union spent money for purposes other than collective bargaining.

But in a judgment handed down recently, Mr. Justice Albert Mackoff said the Charter cannot be used to control how a union spends its money. The spending "is the activity of a private organization to which the Charter does not apply," the ruling says.

The B.C. ruling will probably be appealed, said John Baigent, the lawyer who acted for the union in the case.

But if it stands, he said, "the threat that unions would be restricted to bargaining table activities is gone. . . . The broader agenda of the trade union movement is not threatened."

LESS OVERTIME IN ONTARIO

Unions are urging tighter legal restrictions on overtime, while employers say such a move would hurt business in Ontario.

Both positions were outlined in written briefs recently submitted to a provincial task force.

All overtime should be eliminated in the construction industry "when this industry is faced with unemployment," said the Provincial Building and Construction Trades Council of Ontario.

"In Ontario, companies work excessive amounts of overtime because they are allowed to," said Local 1535 of the United Auto Workers. "If they were restricted, they would hire more workers and we would all reap the benefits."

The Ontario government's present system of issuing permits to permit longer hours of work came under attack from both sides.

In most cases, companies must seek a provincial permit if they want staff to work more than 48 hours a week or eight hours a day.

Although permits vary in details, the basic one permits 10-hour workdays. It also permits 100 hours a year in addition to what would have been worked on a 48-hour-a-week basis.

An overtime rate of 1½ times normal pay must be paid after 44 hours in a work week.

No employee can be required to work more than eight hours a day or 48 hours a week without his consent or the consent of his "agent," such as a union.

BISHOPS BACK UNIONS

Supporting the goals and activities of labor unions is a Christian responsibility, says a May Day message issued by the social affairs committee of the Canadian Conference of Catholic Bishops.

The strongly worded statement says unions are under attack and are often seen as outdated institutions from another era. But it says: "We firmly believe that unions have an essential role to play in defending the dignity and rights of working people in a high-tech market economy."

The four-page statement urges Roman Catholic workers to become involved in their unions and says local churches should become aware of labor issues "by inviting union representatives to discuss common issues and by constructively challenging any anti-union bias that may exist."

In addition, the statement says unions must be "revitalized and strengthened" to cope with the modern economy. "It is also important that labor unions develop new strategies in relation to changes in the workplace and the realities of a high-tech age."

It continues: "We also believe that the labor movement has a major role to play in forming a broader social movement for the building of a new society based on social and economic justice."

Coors Tries Again Under Masters Label

Attempts to Combat Effects of Labor's Boycott Continue

Coors has taken another crack at the beer market, this time under the "Masters" label. To reach a new market, Coors joined forces with Molson Breweries of Canada and Kaltenberg Castle Brewery of West Germany to form the Masters Brewing Co. Masters beer is brewed at Coors' Golden, Colo., plant where members of Brewery Workers Local 366, an AFL-CIO directly-affiliated union, struck the brewer in 1977 over human dignity issues and set in motion the successful Coors boycott.

Masters becomes the fourth Coors product which does not bear the Coors label. David Sickler, AFL-CIO National Coors Boycott coordinator, pointed out that the success of the union-organized boycott has forced Coors to reconsider its advertising and marketing strategies. Sickler noted that before the strike and boycott, 1976 was a record year for Coors, with the brewer selling a record 14 million barrels of beer in 11 states. It also had the lowest advertising budget of any brewer in the business.

But by 1984, while Coors had expanded sales to 46 states, it could only distribute 13 million barrels. Its advertising budget jumped to $139 million, the largest of any beer producer in the world. Sickler pointed out that the 13 million barrels doesn't reflect actual sales, but Coors' attempts to flood the market. In California, where Coors once held 50% of the market, it now has slipped to around 16%. Even in its own backyard, Coors is losing ground, as Colorado sales that topped 47% of the market in 1977 now lag at around 20%.

Even Coors officials have admitted the boycott has had an adverse effect on sales, especially in California, and in 1981, the company filed an antitrust suit to stop the boycott. The lawsuit, which names Sickler and northern California boycott coordinator Howard Wallace as defendants, was dismissed by a U.S. District Court Judge in 1984.

COORS by any other name is still COORS. Don't buy COORS, COORS LIGHT, HERMAN JOSEPH'S 1868, GOLDEN LAGER, KILLIANS IRISH RED, MASTERS.

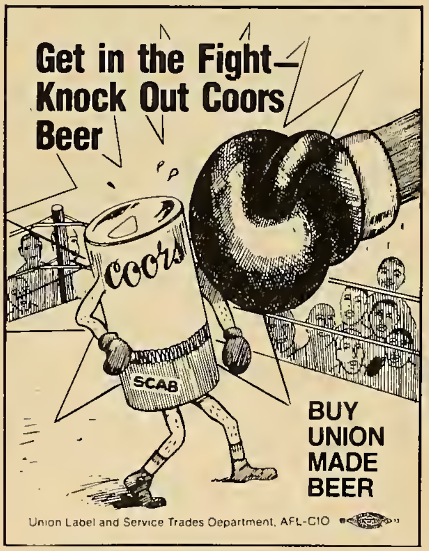
Support of the Coors boycott continues—from California, where 200 students at California State University, San Francisco, signed a petition demanding the beer not be sold on campus, to Michigan, where the state AFL-CIO headquarters recently launched a statewide "Say No to Coors" campaign, to both sides of the Mississippi River, where the "No-Coors Honor Roll" of companies refusing to carry Coors products continues to grow.

Coors, operating solely from its Golden, Colo., plant for 112 years, is now going ahead with plans to open a second plant in the Shenandoah Valley, Va. In 1985, according to Peter Coors, president of the brewery division, the company's "strengthened balance sheet" allowed continued plans for growth. The Shenandoah plant, scheduled for completion in the first half of 1987, will package about 2½ million barrels a year to start; beer will be brought in by refrigerated railroad cars from Colorado.

With the announcement of the new plant, being built non-union, the Virginia AFL-CIO began making plans to leaflet, reemphasizing the boycott. Peter Coors announced that the new plant's employees would be given the choice of having union representation, but "we believe a company that operates a healthy environment for its employees, with a concerned management, does not need third-party representation."

But Coors' crimes, in the minds of labor people, extend even beyond company policies, like lie detector tests and searches by "private" police and the company's destruction of the workers' union in 1978 through an NLRB election in which striking brewery workers were prohibited from voting. Coors money continually goes toward breaking unions on a national scope by funding such anti-union organizations as the Council for a Union-Free Environment, the National Right-To-Work Committee, the John Birch Society, and the Heritage Foundation which has produced a conservative manifesto for the eight years of the Reagan Administration.

So the question remains. . . . do you want the money you spend on beer going to this company? Union members and non-members alike all over the country continue to say no.


Get in the Fight—Knock Out Coors Beer
Coors
SCAB
BUY UNION MADE BEER
Union Label and Service Trades Department, AFL-CIO

Unions Fight Airline Reduction of Exits to Add Seats

Deregulation in the international airline business is threatening the safety of crews and passengers, say unions representing air industry employees in several countries.

In France Air France cabin crews threatened to strike if the airline removed exits from 747s to install six more seats to sell. Flight attendants said with fewer exits it would be harder to evacuate the aircraft in an emergency, an obvious danger to the crew and the passengers.

Air France agreed to postpone the modifications. The change would reduce the number of doors to eight from 10. In the U.S. air unions are also opposing a federal government proposal to let the airlines block out two forward exits in the jumbo jets. KLM, Thai International, and British Airways have already removed those doors to sell 12 more seats.

An International Metalworkers' Federation conference in Geneva, Switzerland, in September 1985, called for a world standard of 15 years on the age of all aircraft. After that they should be scrapped. One out of six passenger planes in service today is more than 16 years old.

More than 100 air industry union leaders attended the meeting. IMF General Secretary Herman Rebhan called old planes "flying coffins." The summer 1985 crash of Japan Air Lines 747 was the result of "greed" and airlines "sacrificing safety standards in the hunt for profit in an increasingly competitive market," the IMF leader said. The IMF represents unions of airline ground workers including in Canada the International Association of Machinists.

The JAL plane had crashed in 1978 and 1983 and was "twice patched together," Rebhan said. It had made 18,000 takeoffs and landings, 8,000 more than the manufacturer, Boeing, recommends.

Local 454 retiree tells how to probe the deep after 45 years as commercial diver

Up from the Mud and Seaweed

Malatich with his diving "hard hat," which stood him in good stead for many underwater jobs.

For 45 years John Malatich dressed for work in a waterproof canvas suit and a copper helmet with glass windows, a 65-pound "hard hat" made almost 100 years ago.

A retired member of Wharf, Dock Builders, and Pile Drivers Local 454, Philadelphia, Pa., Malatich is truly a veteran of the commercial diving trade. He led a 68-man diving team in lifting the *S.S. Normandie* off the bottom of New York Harbor in 1943. He helped to raise a concrete barge in Pakistan, secured foundations for a bridge across the Chesapeake Bay, inspected foundations for a second bridge over the Chesapeake Bay, laid pipelines in the Aleutian Islands, and cleaned long ribbons of seaweed out of ships' pipes in the arctic waters off Greenland. He has found diamond rings, false teeth, and missing anchors dropped into the brimy deep. He once fished a $700 toupee out of the Delaware River.

Now 71 and living with many momentos and memories in Burlington Township, N.J., Malatich has co-authored a book, *Tricks of the Trade for Divers*, which is what they call in the book trade "must reading" for UBC members earning a living underwater. The book is published by Cornell Maritime Press of Centreville, Md.

"Commercial divers are gutsy, hard-working tradesmen who weld joints, lay pipe, and fix boat hulls in the pitch darkness of muddy rivers and murky oceans," states the *Burlington County (N.J.) Times* in a recent article about Malatich. The newspaper called commercial diving "a profession where danger is never far away and death not far behind."

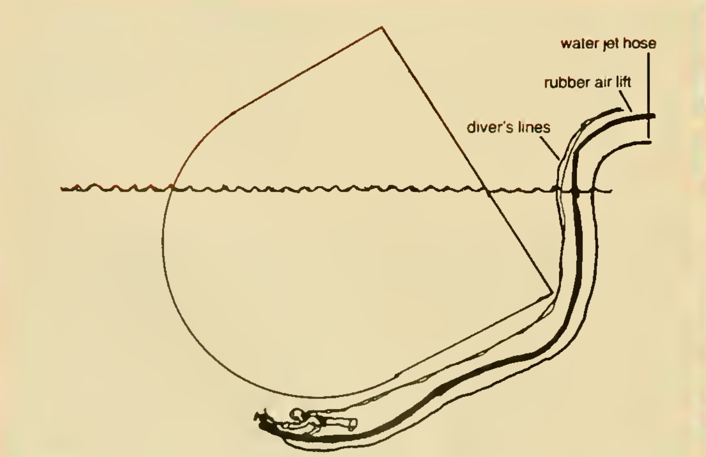
Malatich says that since he entered the trade, 17 of his fellow divers have died on jobs—tossed from oil rigs in the Gulf of Mexico, suffocated by a severed air hose, or broken by the bends (a sometimes fatal condition caused by the formation of nitrogen bubbles in the blood when air pressure around the body is lowered too quickly).

He says he was only about 20 seconds away from death himself one Sunday morning in the Schuylkill River, near Philadelphia. His air generator topside pumped engine exhaust instead of oxygen into his helmet while he was working below, and he felt faint, rose to the surface, breaking water as he came close to losing consciousness. *(Editor's Note: During the 1970s the UBC fought successfully for improved federal safety standards for commercial divers, dramatically reducing the hazards encountered by divers on the job.)*

Malatich's underwater career goes back to 1934. He was working as a lifeguard at a Lake Michigan beach when he saw a movie, "Anchors Aweigh," and he decided he wanted to be a U.S. Navy pilot. He hitch-hiked to a Milwaukee recruiting office where Navy officials turned him down twice for flat feet and a late wisdom tooth. Later, the Navy changed its mind and sent Malatich to submarine school. He had wanted to fly airplanes, but he was sent to the warm, tropical waters off Panama to learn diving and salvage work.

When he got out of the military service in the late 1930s, he joined the divers' union in New York. That was about the time that Samuel Gompers and the American Federation of Labor decided that commercial divers belonged with dock builders in the United Brotherhood of Carpenters and Joiners of America.

Continued on Page 38



ABOVE: A diagram from the book showing how a six-inch rubber suction hose and a waterjet hose are used while tunneling under a shipwreck to place slings.

RIGHT: Commercial divers sometimes become undersea carpenters. Here two U.S. Navy Mark XII divers use an underwater circular saw on a marine project.

Top Contributors to CLIC in 1985

The following are the top 12 local unions for total amount collected per total number of members:

Locals with 1 to 50 members, top 3

L.U. 587 South Dakota	$ 423.80
L.U. 1013 Texas	178.45
L.U. 208 Iowa (disbanded 8/85)	123.00

Locals with 51 to 250 members, top 3

L.U. 384 North Carolina	1,563.85
L.U. 88 Montana	965.29
L.U. 2351 Wisconsin	890.72

Locals with 251 to 500 members, top 3

L.U. 2158 Illinois	1,727.23
L.U. 1906 Pennsylvania	1,434.50
L.U. 2298 Missouri	1,414.50

Locals with over 501 members, top 3

L.U. 964 New York	7,234.11
L.U. 2250 New Jersey	2,767.95
L.U. 66 New York	2,196.30

The following are the top five local unions contributing the largest sum:

L.U. 210 Connecticut	10,908.62
L.U. 964 New York	7,234.11
L.U. 608 New York	4,826.87
L.U. 1280 California	3,366.24
L.U. 225 Georgia	3,275.90

The following are the top five district councils contributing the largest sum:

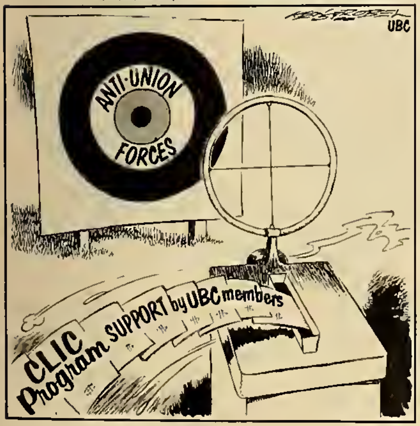
Baltimore & Vicinity District Council	10,986.92
New Mexico District Council	7,868.64
Metropolitan District Council of Philadelphia and Vicinity	7,535.54
Cleveland & Vicinity District Council	5,824.00
Western Pennsylvania District Council	5,594.61

The following are the top five state councils contributing the largest sum at an annual convention or conference:

Washington State Council	7,585.00
Indiana State Council	5,727.00
Illinois State Council	2,750.00
Pennsylvania State Council	2,286.00
Oregon State Council	2,263.00

Other conventions or conferences that contributed a collection are as follows: Massachusetts State Council Convention, Minnesota State Council Convention, Midwestern Industrial Council Convention, Louisiana State Council Convention, Alabama State Council Convention, Kansas State Council Convention, Colorado State Council Convention, Wisconsin State Council Convention, New Jersey Annual Legislative Conference, Second District Conference, New York State Council Convention, Willamette Valley District Council Convention, Texas State Council Convention, Mississippi State Council Convention, Georgia State Council Convention, Michigan State Council Convention, Ohio State Council Convention, Florida State Council Convention, Oklahoma State Council Convention, Connecticut State Council Convention, Tennessee State Council Convention, French Lick Seminar, Kentucky State Council Convention, and Maryland and Delaware State Council Convention.

TAKING ON AMMUNITION...


UBC
ANTI-UNION FORCES
CLIC Program SUPPORT by UBC members

CLIC Contribution

While in Washington, D.C. for a recent Building and Construction Trades Conference, several state representatives took the opportunity to make contributions to our CLIC fund. Pictured above, presenting two checks totaling $8100 from the N.J. political education committee, from left, Bill Michalowski; George Laufenberg, president, Central N.J. District Council of Carpenters; UBC General President Patrick J. Campbell; and UBC General Treasurer and Legislative Director Wayne Pierce.

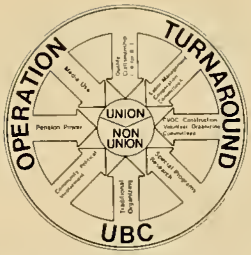
U.S. Diplomacy

Continued from Page 6

creations, for that matter the creations of any designer, to life," said Greenberg in an article in the Architectural Woodwork Institute Journal, *Design Solutions*. "I fully realize how dependent I am upon their craftsmanship."

"Once in a while, I am asked how I feel about 'making history,' as if I do make history. Of course I don't; but sometimes when I am in that facility in Pennsylvania or among the workers at a site such as the State Department, I realize I do know people who make history. I have stood there and watched them do it to perfection."

And now many from all over the world will view that perfection for years to come. UBC


OPERATION TURNAROUND
UBC
UNION
NON UNION
Media Use
Quality Craftsmanship
Labor Management Cooperation Committees
VOC Construction Volunteer Organizing Committees
Special Programs Research
Traditional Organizing
Community Political Involvement
Pension Power

Wal-Mart Campaign Enters Second Phase

Leafletting outside a Wal-Mart store in Moss Bluff, La.

Doubling their initial effort, Brotherhood agents and members have distributed over 300,000 leaflets at some 300 Wal-Mart Store locations in 21 states in the second round of handbilling aimed at consumers of the Bentonville, Ark.-based discount department store chain. Round Two commenced June 21, 1986, as the UBC Organizing Department added about 50 new stores to the target list. The Brotherhood's dispute is with contractors doing construction work for Wal-Mart.

On June 6, Assistant to the General President Tom Hohman and Representative Fred Purifoy of Arkansas attended Wal-Mart's annual shareholder's meeting at the company's headquarters in Bentonville. Hohman asked Wal-Mart Chairman Sam Walton why union contractors were not permitted to even bid on many Wal-Mart construction projects. Hohman was referred to a company vice president, who later stated the company had no intention of changing their contracting policies.

Campbell Honored With Laity Award

UBC General President Patrick J. Campbell was an honored guest at the recent Sixth Annual Construction and Building Industry Awards Dinner in New York, N.Y. He shared the 1986 Cardinal's Committee of the Laity Award with George A. Fox, president of the Grow Tunneling Corporation.

Each year since 1981 two outstanding leaders of labor and management are honored at the annual dinner. The award is given in recognition of "service in the area of economic and human development."

The awards dinner was held May 16 at the Sheraton Centre in New York. The proceeds from the dinner benefit programs of Catholic Charities and the educational system of the Archdiocese of New York.

Labor News Roundup

Atari agrees to pay $1 million to settle on lay-offs

Atari Inc. has agreed to pay up to $1 million to settle a class action claiming that the video games manufacturer violated California law by relocating operations overseas and laying off 537 workers three years ago without giving them advance notice. The case was triggered by a 1983 layoff of the company's Consumer Products Division plant in Sunnyvale in a move which eventually led to the layoff of some 1,700 workers companywide as Atari began moving work to Taiwan and Hong Kong.

The settlement agreement that could provide each eligible laid-off worker an award of some $1,100 was tentatively approved by Judge Stone of the Santa Clara County Superior Court. According to the agreement, the 537 former employees in Sunnyvale are eligible for the awards, which equal an average of four weeks' pay for the class members. Atari also agreed to pay $390,000 in attorney's fees for former workers.

Workers appreciate freedom on the job

The happiest workers are the most *un*bossed workers, it was found in a study of 884 workers conducted at the University of Minnesota in Minneapolis and presented to the annual meeting of the American Association for the Advancement of Science. Job satisfaction depends more on the worker's freedom and independence than on wage levels, it was found.

Maritime unions join effort for memorial

Maritime unions have joined in support of an American Merchant Mariners' Memorial to honor merchant seamen who died in service to their country. AFL-CIO President Lane Kirkland is chairman of the memorial commission, and U.S. Merchant Marine Academy Director Admiral Thomas A. King is commission president. The memorial will be located in Battery Park City in New York's lower Manhattan, overlooking the Statue of Liberty.

Japanese construction companies coming to U.S. shores

The U.S. has become the single largest source of construction contracts for Japanese contractors. According to an analysis published by International Business Information Inc., a research and consulting firm based in Tokyo, Japan, the 43 largest Japanese companies received $2.9 billion in overseas contracts during the fiscal year ending March 31, 1985. The U.S. accounted for $774 million of those contracts, jumping from fourth to first place among overseas contracts and more than doubling contracts from the previous year.

Forced by depressed business conditions at home—the public works budget declined 2% in 1984, along with a sluggish housing market—Japanese construction companies are vigorously expanding into such overseas markets as the U.S., the People's Republic of China, and Australia. The U.S. is considered an ideal market in terms of posing little country risk and offering a large market with a wide variety of construction projects.

Medium-sized construction companies from Japan have begun to set up subsidiaries in the U.S., joining such larger companies as Kajima Corp., Ohbayashi Gumi, and Toda Construction Co. The majority of U.S. contracts won by Japanese companies to date have been for factories and offices of Japanese companies such as Toyota, Nissan, Canon, and Nippondenso, as they expand U.S. operations. *(Editor's Note: See our report on Building Trades action against Toyota on Page 20.)*

Unions bring better pay to women

In New York and other cities, the Coalition of Labor Union Women ascertained that women in unions earned $67 more a week—nearly $3,500 more per year—than women who are not union members. And black women who are union members draw $85 more a week than their sister counterparts.

Unions see no need for lie detectors

More and more unions and union members have lined up against polygraph or lie detector tests. President William Wynn of the 1.3 million member United Food and Commercial Workers Union told a Senate committee that the polygraph is "a psychological rubber hose which has no place in today's workplace."

Railroads charged with abuse of drug test rules

The Railway Labor Executives Association has charged four rail carriers with abusing testing requirements of the Federal Railroad Administration's new alcohol and drug rules. In suits filed in federal courts against Amtrak, Southern Pacific, Conrail, and Norfolk Southern, RLEA charged that the carriers are conducting random tests on employees without required probable cause and are ordering employees to be tested based on observations by one supervisor instead of the two required under the federal rule. An RLEA attorney said additional court actions are planned against Burlington Northern, Grand Trunk Western, Belt Railway of Chicago, and Port Authority Trans-Hudson.

What music can do to you

Union musicians were fascinated by the list of occupational hazards recently compiled by the Upjohn Co. Among the risks was the chance that a bassoon player may develop stiffness and injury to his left index finger. Here are other hazards: violinist's jaw displacement, horn player's palsy, cymbal player's shoulder, harpist's cramp, and tuba lips.

Polish union leader's arrest condemned

The Polish government's recent arrest of Solidarnosc underground leader Zbigniew Bujak was condemned by the AFL-CIO.

Bujak had been among the few Solidarnosc union leaders to escape arrest during the Polish martial law crackdown in December 1981. The AFL-CIO statement on the arrest called Bujak "the courageous and popular leader of the Temporary Coordinating Commission (TKK)," the name of the banned but still active Solidarnosc movement.

Thousands of Poles demonstrated in Kracow and Gdansk to protest the arrest. Lech Walesa urged supporters of the outlawed independent union to carry on the struggle against "lawlessness" by Polish authorities.

Bujak's arrest, the AFL-CIO said, "demonstrates that the Polish government has no intention of implementing the social, economic, and political reforms that Solidarnosc has urged as the preconditions for Western economic aid" to Poland.

Military Needs More Housing Units; Red Tape, Constraints Worry Builders

The Army, Navy, and Air Force are more than 34,000 units short of the amount of housing they need in the United States, according to Capt. Michael Dallam, construction director in the office of the Secretary of Defense. Overseas, an additional 31,000 units must be built, mostly to accommodate U.S. forces in Europe.

Dallam noted that more enlistees than ever are married when they join the services or they marry during their first year. Military personnel receive a variable housing allowance based on the local market, and with that they can go out into the surrounding community and rent or buy. According to the Pentagon construction director, that doesn't always work, because allowances have not kept pace with costs, and there is a shortage of housing in many of the areas where military bases are located.

The *Chicago Tribune* reports that Uncle Sam is trying to enlist home builders in a campaign to upgrade military housing, but "few in the industry are marching into the fray."

Red tape and design restrictions have kept many builders away. Provisions of the Davis-Bacon Law apply on military installations, and some builders have tried to circumvent these regulations.

As the military sees it, good, affordable housing is the best way to keep their volunteer recruits happy in the service.

"Dollars invested in housing could pay great benefits for our country," said Col. James Bannwart, chief of the Air Force's housing and services division.

"Most of these people [who want housing] are at a critical point in making a decision as to whether the military will be their career or not," he said. "They have spent half of their four or five years with the Air Force in school, in high-tech training, and the dollar value on replacing those individuals is high."

Colonel Bannwart said competition is increasing for available housing units and economics are forcing more soldiers to look for on-base housing. He said the situation could drive younger pilots and engineers with advanced skills into the private sector, where their housing opportunities would be enhanced.

The fiscal 1987 budget asks for $10.2 billion for construction at 700 sites worldwide.

In the current fiscal year Congress has authorized funding for construction of only 2,500 domestic housing units and 2,600 overseas, according to Captain Dallam. That means the government has to rely on the private housing market to make up the difference, he said.

"Our personnel receive a variable housing allowance based on the local market and with that they can go out in the community and rent or buy," Captain Dallam said. "But that doesn't always work because the allowance has not kept pace with costs and there is a shortage of housing in many of the areas of our bases anyway."

The military is turning to home builders for ideas to alleviate the shortage of housing units nationwide because traditional government procedures are no longer proving feasible, Captain Dallam said. Builders are interested in the strategy: Several hundred packed a seminar at the builders' recent annual convention in Dallas to hear military housing officials.

"Ten years ago all the housing we built was designed by our architects and then put on the street and bid on by everybody," he said. "At the time, we were criticized because the designs were too restrictive and we needed to take advantage of new methods builders offered."

To alleviate those criticisms, Captain Dallam said, Congress turned to a system of allowing builders to design to military requirements, but set a ceiling on the per-unit costs. For fiscal year 1986 the average cost per unit authorized by Congress on military contract housing was $75,000, down from a high of $88,000 in 1982. The average price for new civilian single-family housing last year topped $108,000.

"On this level we weren't able to get [housing contract] proposals with the quality we needed," he said. "And with Gramm-Rudman [mandated federal budget deficit reduction] on the way, we don't expect it to get much better."

Two experimental programs have been authorized by Congress to spur private sector involvement in military housing. Both an on-base and off-base program involve lease-back arrangements where builders erect new units and either the government or individual soldiers then contract with the builder.

Military housing must meet Pentagon design standards that are often more rigid than local codes with which builders work.

"There is some concern that we're building too nice a house," said Col. Leslie Savage, chief of the Army housing management division in Washington. "We're working with accepted tri-service [Army, Navy and Air Force] specifications, but I don't know why we are not moving toward the local building codes" as a standard.

One of the areas of greatest need for the military is in manufactured housing, a part of the home building industry that is just coming into its own as a component supplier for many builders. Federal rules require that overseas military housing consist of U.S.-manufactured components. But as with domestic construction, Colonel Savage said the Army is "getting very little response" from America's manufactured housing industry.

Another area that could see greater involvement by local builders in military housing is rehabilitation. Colonel Savage estimated that more than $500 million in repair and restoration has been deferred on the Army's $13 billion in housing stock alone, on which the average age is 30 years.

West Virginia Flood Fund Aids Members of Local 2101

A house tilts crazily and a car lies half buried under debris in the aftermath of the flood which devastated Moorefield, W. Va., last November. The number on the building designates it as condemned and scheduled for removal.—National Geographic Society photograph

Last January, we reported that UBC members employed by American Woodmark Corp. at Moorefield, W. Va., had been devastated by floods from the fringes of a hurricane. Other members up and down the Potomac and Shenandoah Rivers' watershed also suffered. Although water rose to within a few feet of the American Woodmark plant, the workplace itself was undisturbed.

A total of 23 American Woodmark employees lost their homes and personal belongings. Only two were covered by insurance. Thirty-four American Woodmark employees suffered severe water damage to their homes.

The Brotherhood's Mid-Atlantic Industrial Council, the UBC, and many of its affiliates contributed $14,798 to a special "UBC Local 2101 Flood Relief Fund," and more donations are anticipated, according to Richard Hearn, secretary of the Mid-Atlantic Council. UBC representatives are working with company management and local officials in prorating the funds according to need. Last December, corporate employees of the company collected and distributed toys and holiday gifts for the stricken families. The company also made donations to employees, to the Moorfield Ministerial Association, and to the Hardy County Disaster Fund.

Hey There, Toyota! What Are You Trying To Get Away With?

Building and Construction tradesmen have been subjected to a number of indignities in recent years by employers and government. Double-breasted operations nullifying collective bargaining agreements . . . continuous attacks on prevailing wages and standards that have been guaranteed by the Davis-Bacon Act and other laws for more than 50 years.

Nothing, however, has exceeded in downright arrogance, gall, and greed the current effort by Toyota, a Japanese company, to build a plant in the United States, in Kentucky, to assemble automobiles from parts made in Japan by Japanese workers.

First—or maybe it was second—along comes Ohbayashi, a giant Japanese construction company serving as general contractor for Toyota, with an offer of a "peace" contract to the construction unions.

Never mind a "peace" of what. It proposed that the contractors decide what wages would be paid, what hours would be worked, who would do what work, and who would be hired and fired without any recourse. That's all. Just sign away rights guaranteed under American labor laws as a condition of employment. Well, not quite all. Ohbayashi also would bring in 600 or so of its workers from Japan.

Second—or maybe it was first—Toyota demanded tax exemptions and subsidies to the tune of several hundred million dollars, at a minimum.

The Commonwealth of Kentucky has already promised to spend $125 million of the taxpayers' money for the plant. The actual cost, since Kentucky must borrow most of the money, could well exceed $200 million. And that's in addition to the state expanding roads and utility services, grading a 1,200 acre building site and giving it—**giving it**—to Toyota.

You think that's enough for the Japanese firm? Oh, no! Toyota demands special tax and transition benefits even though the Toyota project is outside the timetable set for transition adjustments.

Toyota simply must not be permitted to profit from its lack of respect for our laws, our working standards, our traditions. Particularly at a time when American construction firms are not even permitted to bid construction work in Japan.

Now is the time for all good tradesmen to come to the aid of their country. And themselves. They must stand together against this foreign invasion or be conquered by division.

UBC General Officers have sent the following letter to U.S. Senators regarding the proposed Toyota tax break:

Dear Senator:

The United Brotherhood of Carpenters was stunned to learn that the much touted Senate tax reform bill contains as much as $100 million or more in tax benefits for the construction of Toyota's automobile plant in Kentucky. The inequity and irony of this special interest tax break is underscored by the fact that the Japanese government has refused to open the Osaka Airport Project for international bids.

While American workers and businesses are losing tax deductions and shelters in exchange for lower tax rates, the Senate has slipped in a tax gift for Toyota that mocks the reformist rhetoric surrounding the tax bill. Is it the revenue from the proposed taxation of unemployment benefits that will be sent to Japan so Toyota executives can keep their sushi plates full? Perhaps reduction of the medical expense deduction or elimination of deductions for work uniforms and union dues is providing the tax treat Toyota will enjoy.

The UBC thinks it is shameful for the Senate, which is to be applauded for its overall tax reform effort, to throw $100 million more dollars at Toyota on top of the $200 million in benefits already given by Kentucky. We urge you to smoke out this unconscionable tax break hidden in the labyrinth of the Senate tax bill, and redirect the $100 million dollars savings so that American workers receive more tax benefits.

GOT A YEN FOR FAIRNESS?

FORGET TOYOTA!

Toyota is building an $800 million assembly plant in Kentucky. It has hired a Japanese general contractor. And that contractor wants *you* to give up your rights under America's labor laws and work the Japanese way.

That isn't right!

We tried to work out a fair and competitive agreement with Toyota and Ohbayashi, the Japanese contractor.

What we proposed was good enough for GM, Ford and Chrysler. But not for Ohbayashi. We have to work their way or not at all. Ohbayashi came back with a take-it-or-leave-it deal. They take huge profits overseas to Japan. We *leave* our basic American rights as union members behind. Is any job worth that?

We want the buck to stop here. Not to have it shipped over to Japan in the form of profits made at our expense.

The Japanese won't let any American contractors work in Japan. Yet they have the gall to come here and tell us—the best and the proudest craftsmen in the world—that we must change our ways if we want to work in our own *country.*

Thanks to the job done by skilled craftsmen in the Building and Construction Trades, the Statue of Liberty wears a Union Label. We rebuilt America's symbol of pride. Let's keep our own pride strong, too.

Help educate Toyota and its Japanese contractor that in America, when you want to do something right, you go with quality. Union Quality. And build it union with American construction workers.

FILL OUT THE FORM BELOW AND TURN IT IN TO YOUR LOCAL UNION. YOUR LOCAL WILL FORWARD IT TO THE INTERNATIONAL SO WE CAN "SEND TOYOTA AND OHBAYASHI A MESSAGE" FROM ALL OF US.

WE'RE MAD AS HELL AND WE'RE NOT GOING TO TAKE IT ANY MORE!

That's what this message is all about.

HELP US! HELP YOURSELF!

Let Toyota know how you feel *today.* Give this message to your local union which will forward it to our International.

General President
United Brotherhood of Carpenters
And Joiners of America
101 Constitution Ave., N.W.
Washington, D.C. 20001

I have a yen for American fairness! I won't buy a Toyota until the company gives American workers a break!

Name: ______________________________

Address: ______________________________

____

Taking the Initiative

Continued from Page 13

UBC Data Processing Department enables us to quickly identify the cumulative holdings of all the Brotherhood members' funds in a particular company's stocks and bonds. Our funds' stock portfolios reveal sizable holdings in many corporations participating in construction business or conducting manufacturing operations. As corporate shareholders and owners, we can act within the corporation to generate pressure on companies exhibiting hostility towards our members.

Another important aspect of the fund tracking program is its ability to identify the fund managers and custodial banks which service the benefit funds. Not surprisingly, many of the insurance companies and banks which are major participants in the commercial construction field, acting as developers, and permanent and construction lenders, maintain financially rewarding relationships with our funds as money managers and custodians. Identification of significant relationships between union pension funds and construction project participants on particular projects has and will continue to aid in rectifying problems with non-union contractors.

In this area of pension power, the Brotherhood has taken a leadership role among the Building Trades' unions. Following the lead of the Carpenters, the Building Trades' unions have likewise begun to participate in the data collection program.

CORPORATE TARGETS

The Brotherhood's three year campaign against the union-busting efforts of Louisiana-Pacific is a good example of a corporate and comprehensive campaign. The department has developed and executed a campaign against L-P which has included a Wall Street rally, stockholder proxy solicitations and active participation at company annual shareholders meetings, environmental challenges, legislative and political activity, media exposure of numerous aspects of company operations, opposition to federal and state construction grants, and coalition formation with a variety of labor and non-labor organizations: These efforts, combined with a national boycott of L-P wood products, has produced the most comprehensive ongoing labor campaign today.

The Brotherhood's efforts against American Express Co. represent a good example of using our economic power against a construction user employing contractors paying substandard wages. The American Express consumer campaign was brought about by an all-too-familiar situation: a major construction user refusing to allow contractors employing union workers to bid a major company construction project.

Corporate research revealed considerable relationships between American Express, its subsidiaries, and organized labor. In addition to millions of dollars of credit cards and traveler's checks business derived from union members and their families by American Express, the company, through various subsidiaries, provides investment management and brokerage services to dozens of union pension funds. From these management and brokerage services, American Express derives millions of dollars of commissions. These American Express subsidiaries are regularly involved in development and construction. By identifying and publicizing such corporate activities and relationships, a necessary response can be developed to show construction users that discriminatory bid practices will cost, not save, money.

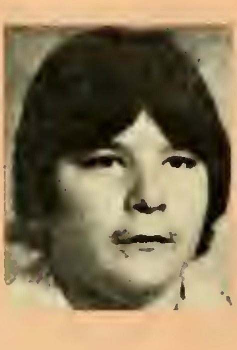
NEW TOOLS AND TACTICS

Whether our fight is in a national campaign or a localized dispute with a contractor, construction user, bank, or manufacturing concern, we must be prepared to fight attacks on our membership with new weapons. A key component of developing new tactics is research. The information gathered from research provides a base for corporate and economic organizing strategies. To assist business agents and organizers in developing strategic research skills and identifying corporate information sources, the department is preparing a training manual for use in conjunction with skill-building seminars.

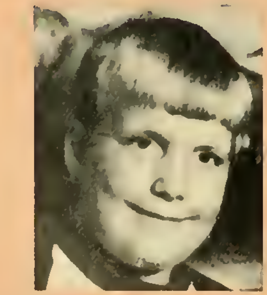
In recent years, the Brotherhood has moved quickly to provide affiliates with new tactics and techniques for responding to attacks on our members' livelihoods. We are developing new skills, and preparing ourselves to meet the challenges we confront on the construction site and in mills and shops. UBC

Missing Children

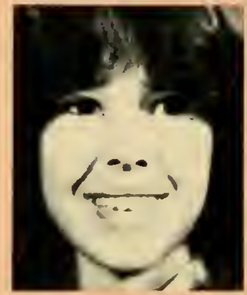
If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5678



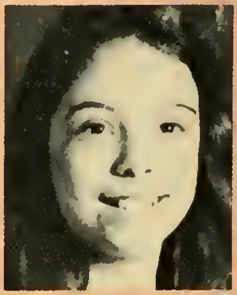
Garry Patrick Sidden, 20, has been missing from his home in North Carolina since July 21, 1982. He has brown hair and eyes.



Galvin Lee Sidden, 15, has been missing from his home in North Carolina since July 21, 1982. He has blond hair and blue eyes.



Cinda Leann Pallet, 18, has been missing from her home in Oklahoma since September 26, 1981. She has dark brown hair and eyes.



Jackie Kay Boyer, 18, has been missing from her home in California since May 21, 1980. She has light brown hair and brown eyes.

LOCAL UNION NEWS

Workers Comp, Health on Mid-Atlantic Agenda

Forty-eight delegates representing 15 local unions of the Mid-Atlantic Industrial Council met for the Council's 10th Convention in Richmond, Va., in June. Official council business and training on workers' compensation laws, collective bargaining, OSHA's new Chemical Hazard Communication Standard, and union decision-making and participation were conducted at the three-day convention. The UBC's voluntary organizing program, "Get On Board," which is designed to sign up non-members in UBC-represented shops, was introduced. The council includes locals in North Carolina and Virginia, both right-to-work states where in-plant organizing is an on-going necessity, as well as locals in Maryland and West Virginia.

Delegates to the Mid-Atlantic Industrial Council convention in session at upper left listen to the remarks of Second District Board Member George Walish, top. At center, above, Representative Floyd Doolittle makes a point in the discussions. At bottom, Council Secretary Richard Hearn, left, and Council Business Rep. Graille Delorme, right, with, from left, President Vaughnie Witcher and award winners Norfolk, Va., Local 2514 President Leonard Vincent, and Boykins, Va., Local 2316 Recording Secretary Rosa Lee Rawlings.

Carpenters Lead Barn-Raising Effort

Disabled people in Richmond, Va., are going to be enjoying a therapeutic horseback riding program, thanks to Frank "Bronco" Hollis, Roger Dameron, Jim Eppard, Jay Cook, Tony Sawyer, Chris Powers, Leonard Bottoms, Steve Harlow, Bob Corby, and Dennis Shorter, members of Local 388, Richmond, Va.

One phone call to Hollis set the wheels in motion for construction of a 36' x 36' barn, a cash donation from the union and a local construction company, and a tremendous amount of skilled renovation work on the interior of an old farm house to provide overnight facilities for volunteers wishing to spend weekends working with the riders, says Sandra L. Bassett of the Magnolia Centre for Special Equestrians.

"It has been a pleasure and a real boost to be around a group with so much enthusiasm and willingness to give of themselves to help others . . . the involvement of the carpenters and Bronco's enthusiasm for the project has resulted in other craftsmen offering their help as well. We have heard from the painters union and a representative of the bricklayers union [and] we very much look forward to meeting and working with these fine men and bringing them into the family of folks supporting this pilot project in the Richmond area."

At work on the Magnolia Centre barn in Powhatan County, Va.

Local 2203 Lends Hand to Member

On a recent Wednesday night, Paul Ursulich, a strapping six footer, was attending a Local 2203 meeting in Anaheim, Calif.—he even won the door prize. The next night he was in the hospital, paralyzed from the neck down, the result of a construction accident. According to the construction manager at the site, Ursulich went into an excavation to check the grade when a side collapsed.

Some members of Local 2203 went over to Ursulich's house on Palm Sunday to build a ramp for his wheelchair. And Ursulich hasn't given up hope—he's buying a van and planning on going to college. But his advice to all is: *Use common sense while working.*

Local 2203 member Ursulich at his home with fellow members, from left, Larry Callahan, Business Rep. Bob Napoles, Bob Burns, Al Reid, and Ed Santry.

Union Workers Use Gold Shovels

On hand for the April 18 ground-breaking ceremony of the Mitsubishi Motors Diamond-Star auto plant in Bloomington, Ill., were the real "shovel turners"—from left are Timm Frank, Carpenters Local 63, Bloomington, Ill.; Danny Martinez, Laborer Local 362; and Dan Gassaway, Local 63. Turning shovels of sand in the ceremonial sandbox were the Governor of Illinois and the president of Mitsubishi Motors.

Steward Training

Arkansas Stewards Train

Graduates of the "85% in '85" steward training program from Local 2660, Huttig, Ark., employed by the Manville Corp., pictured above, front row, from left, are Annie Jones, Onethia Young, Gladys Barr, Mae Smith, and James Taylor. Back row, from left, are Terry McLemore, Rudolph Water, Earl Sims, and Donald Trainer.

Massachusetts Stewards

Graduates of the steward training program "Building Union" from Local 1305, Fall River, Mass., pictured above, front row, from left, are Paul Faggioli, Tom Mello, Armand L'Heureux, and Peter Dragon. Back row, from left, are Robert Benetti, Gary Simons, and Instructor and Bus. Mgr. Bernard Skelly.

Victory at Span Metals Corp.

Above, the 17 UBC votes that made Span Metals Corp., Dallas, Tex., a UBC shop last April. The NLRB election resulted in a 17 to 9 victory in favor of a union-shop agreement. Front row, from left, are Danny Hudspeth, Bobby Howard, Jerry Reynolds, and Harold Petty. Middle row, from left, are Roland Persion, Harry Emitt, and Rickey Perry. Back Row, from left, are Bernard Slaughter, Ed Hudspeth, Robert Clifton, Vernon Smith, infant Aljanon Smith, Donny Hudspeth, and Marion Trigg. Span Metals Corp. is a subsidiary of the Dallas Corp, Dallas, Tex.

Training for 48 Oregon Stewards

Participants in the Albany, Ore., steward training, above, top, and in the Springfield, Ore., steward training, above, bottom.

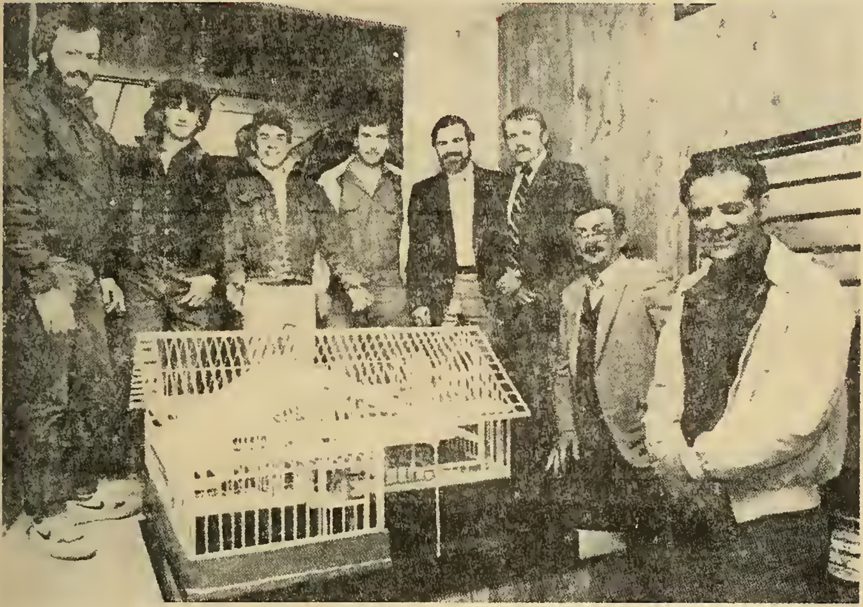
In Albany, Ore., and Springfield, Ore., 48 stewards from nine local unions with members working for Simpson Timber Co., Willamette Industries, Boise Cascade Corp., Bohemia Inc., Roseboro Lumber Co., Georgia-Pacific Co., Nicolia Inc., and International Paper Co., recently underwent steward training. After previewing the duties of a UBC steward in "Justice on the Job," the stewards spent the day going over working agreements and discussing the varied duties of a shop steward. Participants were Local 2627 members Gene M. Blanton, Howard Williamson, and Brian Woods; Local 2750 members Clara Gray, Lynn Stephens, Paul C. Geedy, Robert Beuttenmuller, John W. Ostrander, and Max J. Groesbeck; Local 2787 members Rick Montgomery, Bruce Olson, Gary Moore, Duane Hooker, Ronald Curtright, Sherman W. Neely, Randall N. Saltmarsh, Dennis Mott, Mel Powell, David Kioela, Doyle W. King, Mike Dodson, and Forrest Fentress; Local 3035 members Letha Jaennette, Mike Cessna, Norm Cecil, Ben Reed, Leroy Robinson, Clinton Gardner, and Matthew Johnson; Local 3091 member Pat Eberly; Local 2714 members Herb Ferris, Mike Hiebert, Clifford Keeton, Dave Pagel, Robert Salinas Jr., Tom Vesely, and Ellis E. Whitlow; Local 2791 members Verle Steele, Gene Stewart, and Tommie Walker; Local 2835 member Dan Lowe; and Local 2942 members Jose Balderas, Betty Corder, Pat Essensa, Blaine Faulkner, Harry Nieman, George Rhodes, and Roy Wickersham.

Montgomery, Ala., Stewards Train

Fifteen members of Local 2343, Montgomery, Ala., recently completed the "85% in '85" program for steward training. Receiving certificates of completion were Willie J. Oliver, Paul E. Griffith, Willie L. Adams, Samuel Floyd, Isaiah Sims, Leon McDowell, Lewis Williams Jr., William White, William C. Franklin, Judge Stokes, Mary Bevard, Herbert Hale, J.T. Jenkins, James E. Sankey, and Jessie Fergerson.

APPRENTICESHIP & TRAINING

Apprentices' Model House in Massachusetts



Apprentices of Local 1305, Fall River, Mass., display a model house they constructed to scale. Students at Diman Regional Vocational High School, they are, from left, apprentices Edward Geoffrey, John Pacheco, Chris Clements, and Dennis Durette; with Instructor Stephen Marciszyn, Business Agent Gary D. Simons, Business Manager Bernard G. Skelly, and Apprentice Committee Chairman Ralph F. Mendonca.

Indiana Graduates

Graduating apprentices of Local 1003, Indianapolis, Ind., on the occasion of becoming journeymen carpenters are Randy Gowan, left, and Andy Willhite.

Wyoming Journeymen

Barry Williams, left, Harold Creighton, center, and Raymond Mack, right, as they receive journeyman certificates from Local 1564, Casper, Wyo.

Bluebird Happiness in New York Counties

The Carpenters JAC is for the birds. At least it is in Rockland and Orange Counties, N.Y. JAC Chairman William A. Sopko explains: "Our students have been studying and working very hard over the past several months receiving instruction from the dedicated teachers at the JAC and as the result of one of the projects assigned to the students, the Carpenters Union has 200 bluebird houses available on a first-come basis."

The bluebird is the official New York State bird, and in conjunction with the New York Nestbox Network, a program coordinating both the National Audubon Society's New York office and the Department of Environmental Conservation, the Carpenters JAC has become part of the expanded effort to restore bluebirds in New York State.

Mr. Sopko adds, "The goal is simply to increase the nesting opportunities for the bluebird by promoting the establishment of bluebird nest boxes and to increase public awareness of bluebirds and their needs. We have carefully combined the needs of our environment with attractive assignments for our apprentices who will enter the work force shortly as well as participate in this unique opportunity to become directly involved with conservation efforts of our state."

Tulsa JATC Graduates Apprentices

Tulsa, Okla., carpenters, cabinetmakers, and millwrights apprenticeship program recently held its annual graduation and awards banquet, awarding journeyman certificates to 15 carpenters, three cabinetmakers, and three millwrights. Pictured above, front row, from left, are Coordinator J.A. Giesen, Alan Carl Keith, Deborah Ann Harper, Joseph Warren Copeland, Juan DeGollado, Glenda Ann Resh, and Joel Juarez. Back row, from left, are Mark Kimball Luckett, James Robert Simpson, Sheldon Lane Christie, David Dean Marks, Raymond Lee Hague, and Jimmy Dean Marks. Graduating but not pictured were Hans-Peter Boggs, Anthoney Paul Ingalzi, David Craig Lyster, Bary Ray LaMastres, John Carl McCrackin, Bruce Lloyd Prill, Charles Earle Roberts, John David Robinette, and Victor Robert Smith.

PETS Facility in New Jersey

At a ground-breaking ceremony for a new PETS training school in the Local 31, Trenton, N.J., complex are, from left, Sam Secretario, PETS director/coordinator; Robert Bogdan, apprenticeship committee chairman; Thomas Canto, Local 31 business agent; Skip Cimino, Mercer County Freeholder Board president; John Rafferty, Hamilton Township mayor; James Capizzi, Local 31 president; and Charley Segretario, HOME Inc. treasurer.

Local 1024 Graduates

Eight apprentices recently received certificates upon completion of their apprentice training with Local 1024, Cumberland, Md. Pictured above, from left, are Eric Payne, Matt Lueck, Don Shirley, Jamie Detrick, Steve Hout, Tom Conlon, Mark Williams, and Dale Fike.

Local 24 Apprentices Hold Own Meetings

New apprentices conduct their own "union meetings" as part of the Local 24, Central Connecticut, Apprenticeship Training Program. The meetings are held on a monthly basis before class, following a normal order of business conducted by their own elected officers. Task Force Representative Stephen A. Flynn recently called a special meeting for all the apprentices to present the programs "You Are Your Union" and "This Is Your International," the film "The Inheritance," and discuss the need for the apprentices to be active and informed members. "The Inheritance" is a movie about the history of the International Ladies' Garment Workers Union.

"Apprentice officers" of Local 24 pictured above, seated from left, are James Russello, Gina Carafino, Cynthia McLaurin, and Vinus Walker. Standing, from left, are Vincent Matthews, President Charles Beliveau, Business Manager David Saldibar, Robert Fruin, and Roger Donahue.

Some participants in Local 24's special "union" class, seated, from left, are Mike Burke, Jimmy Espositi Jr., Apprentice Coordinator Sal Monarco, Dino Uebanetti, Tom Coleman, James Russello, and Bill Funaro. Standing, from left, are Instructor Ralph DiSimone, John Laborde, Mark Roaix, Steve Desjardins, Raymond Capossi Jr., Sebastian Fiorilla, Salestriest Bryant, Saulo Torres, Silas Aqui, Michael Pascarelli, Joe Tomasino, Robert D. Roberts, Willie Roberts, Larry McKenna Jr., and Instructor Lou Calavito.

Las Vegas JATC Hosts Banquet

The Las Vegas, Nev., Carpenters JATC recently hosted an awards banquet. Apprentices and JATC committee members pictured above, from left, are Clifford Kahle, committee chairman; Myron Dodson, apprentice; Ralph Wilson, committee member; Lee Arnold, apprentice; Andrew Ozuna, coordinator; Cindy Davis, apprentice; Stanley Jones, employment security department director; John Schramm, apprentice; Budd Ramsey, state director of the U.S. Bureau of Apprenticeship and Training; Glenn Johnson, apprentice; Al Benedetti, committee member; and Roy Taylor, committee member.

New OSHA Asbestos Standards

On June 20, 1986, two years after OSHA had a series of public hearings on asbestos and 10 years after NIOSH recommended that asbestos exposures be lowered, OSHA published new regulations to reduce occupational exposure to asbestos. At the urging of the Building and Construction Trades Department, AFL-CIO, OSHA published two standards, one for general industry and one for construction work. While the OSHA regulation was not as protective as the BCTD proposal, it does represent a major step forward toward worker protection. Most importantly, OSHA lowered the permissible exposure limit from 2 fibers/cc (2 million fibers/cubic meter) to 0.2 fibers/cc (200,000 fibers/cubic meters)—a ten-fold decrease. This in itself should save thousands of lives. OSHA also required many other work practices to limit exposure. Below is a summary of the new construction standard:

29. CFR 1926.58 Asbestos, Tremolite, Anthophyllite, and Actinolite

- Permissible exposure limit (PEL) of 200,000 fibers/cubic meter (0.2 fibers/cc) average over an 8-hour day (subpart c)
- Action level, to trigger some protections at one-half the PEL or 100,000 fibers/cubic meter (0.1 fibers/cc) (subpart b)
- Contractors must inform other employers on the site of their asbestos work (subpart d)
- Regulated areas must be set up to minimize the number of workers exposed whenever PEL may be exceeded. Activities in the area are strictly controlled (subpart e)
- Negative-pressure enclosures must be set up wherever feasible (subpart e6)
- Competent person must supervise all activities and compliance (subpart e6)
- Small-scale, short-duration operations (e.g. maintenance) are exempt from negative pressure, competent person requirements (subpart e6)
- Exposures must be monitored initially and daily on representative workers in each work area, unless historical data or periodic monitoring can demonstrate levels not exceeding the action level (subpart f)
- Employers must notify workers either individually or by posting of their exposures. Workers and their representatives have the right to observe monitoring (subpart f6)
- Engineering controls (e.g. local exhaust, HEPA vacuums) and work practices (e.g. wet methods), must be used to control exposures as much as possible (subpart g)
- High-speed abrasive disc saws for cutting asbestos products must have a local exhaust (subpart g2)
- Compressed air cannot be used to remove asbestos, except in a closed system (subpart g2)
- Asbestos materials cannot be sprayed on (subpart g2)
- Employees cannot be rotated to reduce exposures (subpart g3)

DANGER
ASBESTOS
CANCER AND LUNG DISEASE HAZARD
AUTHORIZED PERSONNEL ONLY
RESPIRATORS AND PROTECTIVE
CLOTHING
ARE REQUIRED IN THIS AREA

DANGER
CONTAINS ASBESTOS FIBERS
AVOID CREATING DUST
CANCER AND LUNG DISEASE HAZARD

Asbestos warning signs and labels now required by OSHA.

- Respirators must be provided as follows:
  - —half-mask with HEPA filter up to 10 X PEL
  - —full-face mask with HEPA filters up to 50 X PEL
  - —powered air-purifying mask with HEPA filters or continuous supplied-air mask up to 100 X PEL
  - —full-face supplied-air mask (pressure demand) up to 1000 X PEL (subpart h)
- Workers using half or full-face masks can request PAPR. Respirators must be fit-tested to ensure proper fit using qualitative or quantitative fit-testing initially and every six months
- Protective clothing must be provided for exposures over the PEL. Proper laundering is required. (subpart i) Torn or ripped worksuits must be immediately mended or replaced
- Decontamination areas, clean rooms, and showers must be provided for exposures over the PEL, except for small-scale short-duration operations (subpart j)
- Lunch rooms with exposures below the Action Level must be provided wherever food is consumed on site (subpart j)
- Employees exposed above the Action Level must be trained at least once a year on the hazards of asbestos, their relationship to smoking, how to minimize exposure, the uses and limitations of respirators, medical exam requirements, the OSHA standard. Employees have access to all training materials (subpart k)
- High-efficiency (HEPA) vacuums must be used for housekeeping. All waste must be sealed in impermeable bags or containers and labeled (subpart l)
- Free medical exams are provided to all employees required to wear a negative-pressure respirator, or those assigned to an area with exposure above the Action Level for 30 or more days per year. Exams are provided within 10 days of the 30th day of exposure, and at least annually after that. Exams must include a standardized history form, pulmonary function tests, and other tests the physician feels are necessary (subpart m)
  - Employers must give the physician a copy of the OSHA standard, information about the employee's exposure, duties, respirator use, and previous medical exams. The physician's opinion must be confined solely to medical conditions that may limit ability to work. A copy must be provided to the employee within 30 days after receipt (subpart m3)
  - The employer must keep records on any historical data used for exemptions from monitoring (as long as relied on), exposure measurements (30 years), medical examinations (30 years after employment), employee training (1 year after employment). Records are available to employees and their representatives. Medical records require written consent for release (subpart n)
- Appendices include non-mandatory guidelines for abatement and maintenance work

This regulation and the one for general industry (29 CFR 1910.1001) are scheduled to take effect July 20, 1986. Six court challenges, though, were made to the standards: two from the unions (AFL-CIO and BCTD) who wanted a more protective standard, three from the asbestos industry which wanted less protection, and one from a talc mining company.

For more information on these new regulations, OSHA has two publications: *Asbestos Standard for General Industry* (OSHA #3095) and *Asbestos Standard for Construction Industry* (OSHA #3096) both of which can be obtained, along with copies of the regulation, from the OSHA Publications Office, Rm S4520, U.S. Dept. of Labor, 200 Constitution Ave. N.W., Washington, D.C. 20210, or from your local OSHA office.

CONSUMER CLIPBOARD

Consumer Quiz

- *What are generic drugs?*
- *Is it safe to refreeze meat?*
- *What does "PICOWAVED" mean?*

It can be awfully difficult for the average consumer to keep up with the new labels used on packaged foods, the latest in prescription drug names and uses, and the best ways to conserve energy in the home. Every day the Federal Trade Commission in Washington, D.C., helps consumers find the answers to these and other questions. Below are listed 10 of the most often asked questions—and their answers.

1. **You respond to a newspaper advertisement offering a free "trial" pair of pantyhose. You are surprised when you receive a package of four, with a bill. What should you do?**

   If you are sent clothing, cookware, linens, office supplies, or any other merchandise that you did not order, you have a legal right to keep the shipment as a free gift. While you have no legal obligation to do so, sending a letter stating your intention to keep the shipment as a free gift is an advisable precaution. Your letter may discourage the seller from sending you repeated bills or dunning notices, or it may help to clear up an honest error.

2. **A label on fresh fruit or vegetables reading "PICOWAVED" means what?**

   The labels "PICOWAVED," "PICOWAVED TO CONTROL SPOILAGE," or "PICOWAVED TO EXTEND SHELF LIFE" indicate that a product has been treated with low-level radiation to kill insects and bacteria and to inhibit spoilage and extend shelf life. Irradiation is done according to FDA regulations.

3. **What are generic versions of leading prescription drugs?**

   Generic drugs are now available for certain compounds on which the patent has expired. The generic equivalent is usually considerably less expensive than the name-brand version.

4. **Why are voluntary labels now carried on many aspirin bottles?**

   Many aspirin manufacturers have voluntarily adopted warning labels after studies suggested a possible link between aspirin use among children and teen-agers with flu or chicken pox and the development of Reyes' syndrome, a rare but serious disease. Regulations for mandatory labeling are pending.

5. **A motorist from the United States traveling to Canada with a CB radio-equipped vehicle should do what?**

   Obtain a permit by writing: GRS Licensing Center, PO Station D, Box 2798, Ottawa, Ontario, Canada K2B8J5. Phone: 613/966-3279. Allow sufficient time for a mail response.

6. **What is the largest energy user in the average American home?**

   Space heating and cooling is by far the largest energy user in the average home. Heating water is the second largest energy user.

7. **What is the most inexpensive step consumers can take to save energy—and money—in their homes?**

   The simplest and most inexpensive step consumers can take to save energy in their homes every day of the year is to reduce the temperature setting on their water heaters. However, homes that are not adequately insulated against the outside weather could derive even more energy savings with a relatively small investment in some insulation.

8. **Federal law requires that all food products be graded for quality by USDA's Agricultural Marketing Service. True or False?**

   False. Grade labeling on food products is not required by federal law. Grading of food is voluntary, paid for by the packer or processor who requests it. However, under the Meat and Poultry Products Inspection Acts, USDA inspects all meat and poultry for whole-

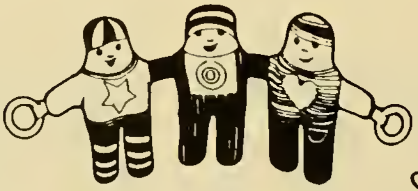
Continued on Page 38

Consumer Group Offers Bank Guide

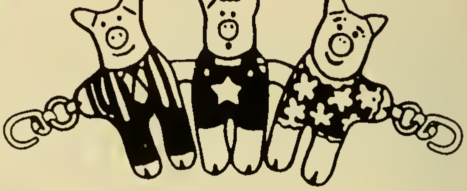
Consumers who feel tangled up in red and black when confronted with banking choices since deregulation may want to take a look at a new book from the Consumer Federation of America.

The Bank Book, authored by CFA Executive Director Stephen Brobeck and economics professor Napthali Hoffman, includes information on hundreds of banking institutions around the country and lays out potential ripoffs and pitfalls for consumers in the many new banking services.

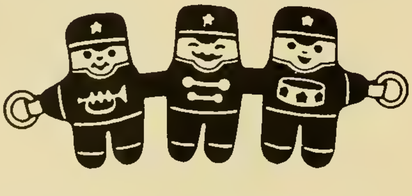
The book may be ordered from the Consumer Federation of America, 1424 16th St., N.W., Suite 604, Washington, DC 20036. The $6.95 cost includes shipping and handling.



SOFT TRIPLETS



PIGLET CRIB GYM



TRIPLETS MARCHING BAND

These Johnson & Johnson toys can strangle children if hung in or across a crib or playpen, according to the National Consumer Products Safety Commission. Take these toys away from your child.

Retirees' Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Charter 55 Presented In New Jersey

Trenton, N.J., Retirees Club 55 President James Lokofsky Sr., right, is presented the club charter by Trenton Local 31 Business Agent Thomas Canto.

Prized Catch

Retired member George Rick Sr., Local 308, Cedar Rapids, Iowa, with one of his many "big catches"—this one's a 30 lb. 2 oz. catfish. Rick also prides himself on growing "the finest garden in Benton County," and on not telling where he catches the big ones.

Club 27 Video Buffs View ILGWU Films

The president of Retirees Club 27, Duke DeFlorio, Hammond, Ind., reports that members enjoyed viewing the film "The Inheritance," a movie about the history of the International Ladies' Garment Workers Union and the labor movement in general, at their last meeting.

"Among us were wives and friends, and since the cassette showed people from all walks of life, everyone in our group could relate to it. In fact, some of our members had served picket duty during the riots at Republic Steel Mill."

The club is now working on obtaining the Ironworkers film of the building of the St. Louis, Mo., Gateway Arch.

New Officers Elected for Retirees Club 28

Retirees Club 28, Montgomery County, Pa., recently elected new officers and trustees, as follows: President Peter D'Achille; Vice President Henry Hammersmith; Recording Secretary David Light; Treasurer Carl Mazur; Trustees William Young, Marie D'Achille, and Abram Hummell; and Warden Arthur Kalb. Pictured are 25 members of the club prior to heading off on a bus trip. Seated, from left, are Mrs. Hank Hammersmith, Jim Kooker, Mrs. Frank Bruzas, Frank Bruzas, and Abram Hummell. Standing, from left, are Rocco Longo, Ralph Snyder, Rube Oweiler, Carl Mazur, William Young, Ed Miara, Pete D'Achille, Les Brown, Mrs. Pete D'Achille, Frank Kinces, Mrs. Abe Hummell, John P. Rahm Jr., Mrs. Charles Maggio, Charles Maggio, and Dave Light. The photo was taken by member Hank Hammersmith.

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WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

PRIZED FOREMAN

Williams

Ford H. Williams Jr., a carpenter foreman from Walsh Construction Co. at Plant Vogtle, Waynesboro, Ga., was awarded the December cash prize of $150 for his crew's 45,854 safe manhours without a lost-time accident. A member of Local 283, Augusta, Ga., Ford was featured in the plant newspaper, along with his general foreman and safety inspector. Ford also received a letter of thanks from Walsh's project manager.

WEST POINT GRAD

Cartledge

Thomas E. Cartledge Jr., son of Thomas E. Cartledge, Local 608, New York, N.Y., has been commissioned a second lieutenant in the U.S. Army upon graduation from the U.S. Military Academy at West Point, N.Y., in the top 25% of his class. He will be stationed with the Army Corps of Engineers near Frankfurt, Germany.

MEMORIAL SCHOLARS

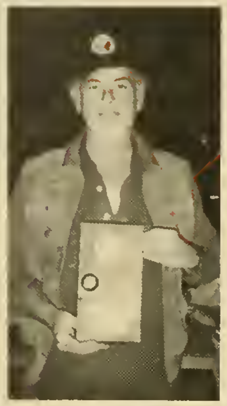
Richard C. Rout, of Monterey, Calif., one of the founders of UBC Local 1323, died a year ago at age 78, and a UBC death benefit was sent to his son, John, the executor of the estate.

The younger Rout decided to establish a memorial to his father with these funds in the form of periodic scholarship awards to area students who wish to participate in the Close-Up Foundation program in Washington, D.C.

This year, four students benefitted from the scholarship set up by Rout, a teacher in Fremont Calif. Although the funds are limited, he is hopeful that, with careful planning, the awards will be available for several years to come.

The Close-Up Foundation organizes workshops and seminars for participating high school students who visit Washington for a short time during their sophomore, junior, or senior year. The program, which is tuition funded, offers an opportunity to meet with lawmakers and observe the mechanisms of our government at work.

SKEET CHAMP


Simpkins

After four days of competition against the best shooters in the state, Lee Simpkins, Local 747, Oswego, N.Y., won the 1985 New York State 12-Gauge Skeet Shooting Championship. Simpkins, who has spent the last 20 years "tuning up" for this event, after 200 consecutive shots, found himself in a sudden death shoot-off with three other shooters. Simpkins is now looking forward to defending his title in 1986.

UNIVERSITY TRUSTEE

Piatt

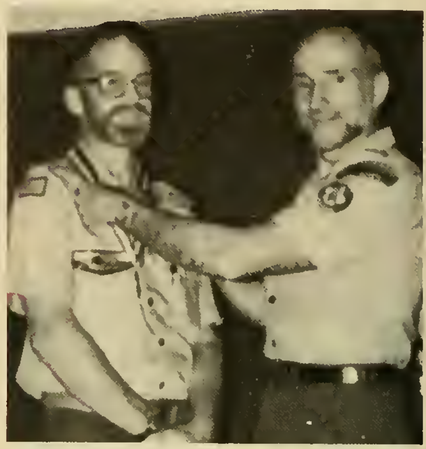
G. R. Piatt, business manager and financial secretary of Local 1519, Ironton, Ohio, has been appointed to the Shawnee State University Board of Trustees by Ohio Governor Richard Celeste. Piatt is active in a number of organizations, both professionally and on a volunteer basis. He is president of the AFL-CIO Shawnee Labor Council, recording secretary of the Tri-State Building Trades Council, and executive board member of the Tri-State District Council of Carpenters; he is also a trustee of the Community Action Organization, an advisory board member of the State of Ohio Temporary Emergency Food Assistance Program, and on the Ohio Valley Regional Development Commission.

FUTURE BUSINESS

The Future Business Leaders of America, an organization for high school and junior college students, holds annual competitions for reports, community projects, essays, and other categories of activity. Winners among the essayists this year were students from Aurora, Mo., with the essay theme, "Buy American; It's Your Job." AFL-CIO Sec. Treas. Thomas R. Donahue congratulated the students on their awareness of the U.S. foreign trade problem.

Roger Sheldon, associate editor of *Carpenter*, was a judge for the Future Business Leaders' community projects. The winner in this category was a drug awareness program at George Wallace High School, Dothan, Ala.

MEANY AWARD


William Breitenbach, left, receives George Meany Award from Scout Council President Ivan Gendzel.

William Breitenbach, a member of Local 1408, Redwood City, Calif., was recently presented the George Meany Award, organized labor's highest award for service to youth through the programs of Boy Scouts of America. Breitenbach has been a Scouting leader for 16 years and a mainstay of the troop outdoor program in backpack trips and winter camping.

CONSERVATIONIST

McKarns

Charles Hobart McKarns, known as "Hob" by his fellow members of Local 1581, Napoleon, Ohio, has been named Wildlife Conservationist of the Year by the League of Ohio Sportsmen.

This is an annual award of the National Wildlife Federation. It was presented at a recent banquet in Toledo.

In addition to being a retired member of the United Brotherhood, McKarns is an outdoor columnist for the *Bryan (Ohio) Times* and a 44-year member of the Williams County Conservation League, having held many offices in that organization. He currently serves as the league's representative on the Tiffin River Preservation Organization. He has been a participant in 25 of 27 Williams County Field Days and has organized 17 of the annual events.

A life member of the National Rifle Association, McKarns has been an Ohio-NTRA hunter safety instructor for 21 years.

McKarns joined the United Brotherhood as an apprentice at the age of 18 in 1945, becoming a member of Local 2180, Defiance, Ohio. He retired from the UBC in January 1985.

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Also converts square and cubic.

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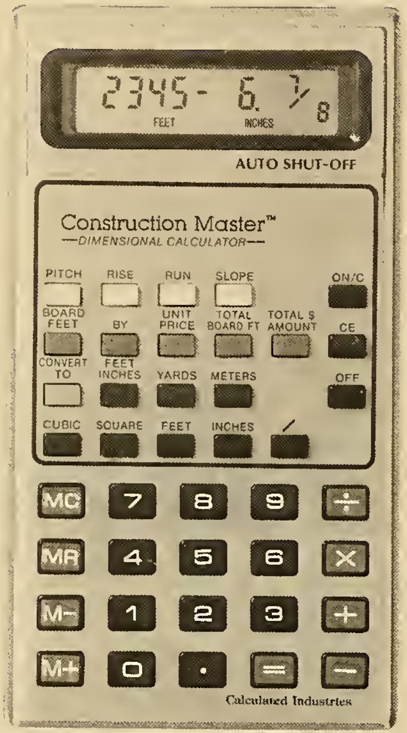
Figures Area and Volume

What's more, you can even compute square and cubic measurements instantly. Simply multiply your dimensions together and the calculator does the rest. And you can convert this answer to any other dimension format desired — *i.e., square feet, cubic yards.*



New calculator solves problems right in feet, inches and fractions. On sale for $89.95.

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You no longer need to tangle with A-Squared/B-Squared because the Construction Master™ solves angle problems in seconds -- *and directly in feet and inches.*

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POINT OF VIEW

A starship from Mars landed in England near where a fellow was having tea on his front lawn. The starship's door opened, and a little purple man appeared. He was very strange-looking. He had flippers for arms. He had eyes in his kneecaps. And he had two heads.

"Earthman," he said, "I wish to see your leader."

"Nonsense, Old Chap," the Englishman replied. "What you want to see is a very good plastic surgeon!"

—*Boys' Life*

BOYCOTT L-P PRODUCTS

SPARE THE ROD?

MOTHER: Do you believe in clubs for teenagers?

TEACHER: Only if persuasion fails.

—*Catering Industry Employee*

NO REPRIEVE

Why was the drop of ink crying? Because he heard his mom was in the pen and he didn't know how long the sentence would be.

—*Nancy's Nonsense*

BE AN ACTIVE MEMBER

GLAD THEY'RE GONE

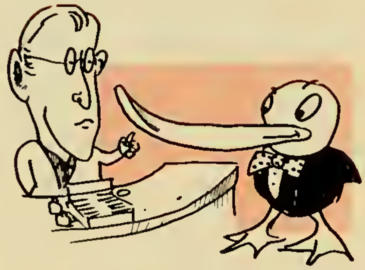
A gangster rushed into a saloon, shooting left and right, yelling, "All you filthy creeps get out of here!" The customers fled in a hail of bullets—all except an Englishman who stood at the bar calmly finishing his drink.

"Well," snapped the gangster, waving his smoking gun.

"Well," remarked the Englishman, "there certainly were a lot of them, weren't there!"

—*Catering Industry Employee*

ATTEND LOCAL MEETINGS



BALMY DAY

The weather was cold when a duck walked into his favorite drug store and asked the pharmacist if he had any lip balm.

The pharmacist answered "Yes, here's a tube right here. Will that be cash or charge?"

The duck replied, "Just put it on my bill."

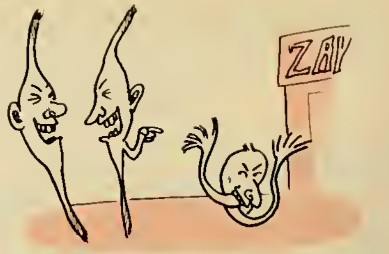
—*Gene G. Benson*
Warren, Mich.

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

THIS MONTH'S LIMERICK

A silly young fellow named Fred
Tied 32 ducks to his head
He told them to fly
And soar through the sky
But they waddled through
swampland instead.

—*Lorna Mattern*
Columbia, Md.



STRUNG OUT

Three strings are outside a store. One string says to the others: "I'm going inside where it's nice and dry."

A few moments later, the string returns. "The store owner won't let me stay because I'm a string."

The second string gets angry. "I'll go in there."

A few moments later, the second string is back with the same story: "The owner said I can't stay 'cause I'm a string."

The third string gets furious. He ties himself into a knot and unravels his ends. "I'll get in!"

Inside, the store owner approaches the third string: "Say, aren't you a string?"

"No, I'm a frayed knot."

—*Boys' Life*

BUY UNION * SAVE JOBS

ON THE GREEN

Golf has been defined as that game where the ball lies poorly after every shot, but the player lies exceptionally well after every game.

—*The Rubber Neck*
URW Local 26

IMPORTS HURT * BUY UNION

CAN'T WIN

Deciding his wife needed a little more affection, the man bought a box of candy on his way home from work, and, on presenting it to his wife, suggested that they go out for dinner that evening. Immediately the wife broke into tears.

"It's not enough," she sobbed, "that Junior broke my finest vase this morning or that I burned by finger on the iron this afternoon. Now you come home intoxicated, and that's all I can take."

—*Catering Industry Employee*

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

Des Plaines, Ill.—Picture No. 1

Des Plaines, Ill.—Picture No. 3

Des Plaines, Ill.—Picture No. 2

Des Plaines, Ill.—Picture No. 4

DES PLAINES, ILL.

Local 839 recently held a Special Call meeting recently to honor members with 25 years or more of service to the Brotherhood.

Picture No. 1 shows 25-year members, from left: Eugene A. Schmidt, Dennis L. Carr, and Gerald F. Krucek.

Picture No. 2 shows 30-year members, seated, from left: Raymond C. Grandt, William F. Baney, Marv Taylor, William Hapke, Ralph N. Smith, and Peter St. George.

Standing, from left: Don Schwank, Ray Heppner, Clarence Henske, Fred D. Buch, Bufford Lowe, Richard Gayan, Joe Medrano, and Charles Ross.

Picture No. 3 shows 35-year members, seated, from left: Roger J. Larsen, Preston H. Pingel, Casimer Robak, and Melvin E. Vogt.

Standing are, from left: Wilford Davidson and William Weydra.

Picture No. 4 shows 40-year members, from left: Joseph Michetts and Carl Stefanik.

Des Plaines, Ill.—Picture No. 5

Picture No. 5 shows 45-year members, from left: R. George T. Horcher, Melvin Mensching, and Richard Niemeyer.

Picture No. 6 shows 60-year member Leo Beaulieu, recipient of a gold life-membership card.

Picture No. 7 shows Frank Sauer, right, receiving a gold life-membership card from T. Richard Day.

Picture No. 6

Des Plaines, Ill.—Picture No. 7

Atlanta, Ga.

ATLANTA, GA.

Members with many years of continuous service were awarded 25- and 50-year pins recently by Local 225.

Pictured are, seated, from left: Buford Darby, 25 years; Glen E. Smith, 25 years; Doyal Holland, 25 years; Robert G. Price, executive financial secretary; E. Jimmy Jones, fourth district board member; C.E. Cottingham, 50 years; C.F. Strickland, Sr., 25 years; Herbert H. Mabry, president; and Arthur Bowen, 51 years.

Middle from left: Paul Roberts, treasurer; James T. Duke, 25 years; John R. Gibson, 25 years; Jessie Black, 41 years; William E. Cash, 25 years; Donnie Willingham, trustee; Steve Simpson, recording secretary; and Leroy Bowen, 25 years.

Back from left: Terry Finley, business representative; W.L. Worley, business manager; Allen R. Duncan, 25 years; Louis K. Mitchell, 25 years; L.C. Edmonson, 25 years; Walter Darnell, Task Force; Donald L. Hanson, 25 years, Horace P. Murphy, 25 years and John Favors, trustee.

Palo Alto, Calif.—Picture No. 1

Palo Alto, Calif.—Picture No. 2

Palo Alto, Calif.—Picture No. 3

Palo Alto, Calif.—Picture No. 4

Palo Alto, Calif.—Picture No. 5

Palo Alto, Calif.—Picture No. 6

Palo Alto, Calif.—Picture No. 7

PALO ALTO, CALIF.

At a recent membership award dinner, members of Local 668 were presented service pins.

Picture No. 1 shows 20-year members, seated, from left: Bruce Alaimo, James E. McShan, Bill D. Fischer, and James W. Keehley.

Standing, from left: James T. Nakatsu, Charles K. McMullen, Harry D. Jacoby, Klaus G. Luck, Arthur A. Musson, Ernest J. Frederick, and George R. Danskey.

Picture No. 2 shows 25-year members, front row, from left: George Trouman, Julo Rehnberg, Domingo E. Roldan, Eufemio A. Gonzales, Jerry E. Roldan, and Elmer Gustafson.

Middle row, from left: Charles Ballard, Joe Morinan, Albert K. Harris, Donald R. Ouelette, and Thomas Bottema.

Palo Alto, Calif.—Picture No. 8

Picture No. 3 shows 30-year members, front row, from left: Norris Howard, Raymond H. Swilley, Felix Ledbetter, Robert H. Fukuda, Anthony Dato, and Alvin W. Stott.

Middle row, from left: Samuel Royal, Hans Skogheim, Cleo Ward, Clyde Griffin, Richard Kowalski, and John E. Swilley.

Back row, from left: Willard W. Best, William F. Peterson, Robert L. Henke, Harold Ridinger, Ernest D. Bennett, Tom W. Mills, John M. Bright, and Ned G. Hicholas.

Picture No. 4 shows 30-year members, front row, from left: Franklin D. Corbett, Billy D. Williams, Benjamin Harrison, Kenneth Potter, and Jack W. Howard.

Middle row, from left: Herbert Dietz, James R. Kelly, Donald Brubaker, Robert J. Cooper, Franklin D. Ward, and Kai M. Jensen.

Back row, from left: Harold R. Mitchell, Business Representative and Financial Secretary Klaus G. Luck, Jim L. Stern, and John A. Mosko.

Picture No. 5 shows 35-year members, front row, from left: Nicola Guarino, George Kammeyer, Robert E. Uher, Gary M. Reeser, and George E. Ozdinski.

Middle row, from left: Steve Blake, Ronald F. Hastings, James D. Odle, Edward G. Anderson, Harvey D. Flickner, and William Fuentes.

Back row, from lett; Richard A. Fergon, Roger E. Petersen, Rep. Klaus G. Luck, Emil H. Feil, and Mendo R. Plett.

Picture No. 6 shows 40-year members, front row, from left: Edward Carpenter, William C. McCandless, Ellis B. McGinty, and Benjamin Thiridnet.

Middle row, trom left: John D. Peterson, John A. Lahde, Wallace J. Nielson, and James E. Dodson.

Back row, from left: O.B. Landman, Harry E. Glawatz, George Oltrogge, Rep. Luck, Earl A. Brusberg, Gail P. Darrin, and James N. Whitten.

Picture No. 7 shows 45-year members, seated, from left: LaVon E. Wilson, Wendell K. Johnston, and Frederick Samuel, with President Philip H. Stavn.

Picture No. 8 shows 50-year member Rudolph Johnson, left, receiving a pin from DC Executive Secretary Harvey Landry.

BEND, ORE.

A 70th Anniversary celebration and pin presentation was recently held by Local 1277.

Picture No. 1 shows a 70th anniversary cake made by members of Bakers Local 114, Bend., Ore., employed at Albertson's supermarket.

Picture No. 2 shows 25-year members, from left: Ralph Garibay and Burt Seaver.

Picture No. 3 shows 30-year members, from left: Russ Clark, Carl Dick, and Robert Riedel.

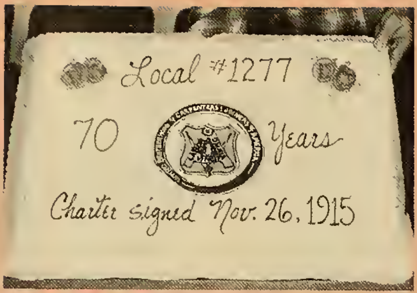
Picture No. 4 shows 35-year members, from left: Ellis Malone and B.R. Sears, with Oregon State Business Representative and pin presenter Bob Bothwell.

Picture No. 5 shows 40-year members, from left: Oscar Leagjeld and R.C. Drewelow.

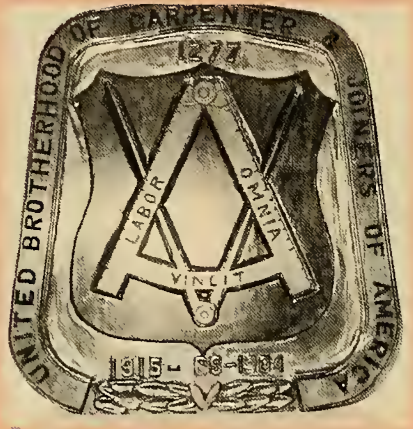
Picture No. 6 shows 45-year members, from left: Roy Letz, William Busche, and Walter Shores.

Picture No. 7 shows a hand-carved plaque made for the occasion by B.R. Sears.

Eligible for pin presentations but not present were **25-year members** Harold Hagen, Jacob Cooper, John Sesock, Stanton Sherwood, Everett Belcher, and Martin Johannsen; **30-year members** Ven Harwell, Robert Dougherty, Francis Kriger, Joseph Steppe, Robert Jessiman, Robert Nolan, Allyn Line, Jim Holcomb, and Eddie Clum; **35-year members** Walter Kofoid, George Noxon, Don McLane, Marshall Porterfield, C.H. Valentine, Leland King, Robert Plummer, David Kent, Onan Beasley, Lloyd Dewell, John Wulf, Elmer Hickey, Jesse Gregory, Arthur Faria, Forrest Tomlinson, Victor Shoen, Vernon L. Thompson, Phil Lawrence, Walter Sexton, Warren Cowger, and Herb Graybeal; **40-year members** Robert Killion, George Hobson, Harold Hill, Alvin Atkinson, George Rau, G.A. Linville, Roy Smith, Arthur Zinzer, and Jim Dwinell; and **45-year members** E.H. Wirch, Lund Marble, D.C. Pitts, and Richard Bird.



Bend, Ore.—Picture No. 1



Bend, Ore.—Picture No. 7

Bend, Ore.—Picture No. 2

Bend, Ore.—Picture No. 3

Bend, Ore.—Picture No. 4

Bend, Ore.—Picture No. 5

Bend, Ore.—Picture No. 6

Ashland, Mass.—Picture No. 1

Ashland, Mass.—Picture No. 3

Ashland, Mass.—Picture No. 2

Picture No. 4

Picture No. 5

ASHLAND, MASS.

At Local 475's Christmas party and Awards Ceremony, President George Henig presented pins to members with 25 to 45 years of service.

Picture No. 1 shows 25-year members, from left: George Henig, Primo "Skip" Borelli, Gustave Dellanoy, and Gordon Clarke.

Picture No. 2 shows 30-year members, from left: Robert Lavoie Jr., Donald Barrett, Albert Risotti, Rocco Bucchino, Joseph LeBlanc, and Richard Strumpsky.

Picture No. 3 shows 35-year members, from left: Paavo Rutanen and Louis Morrissey.

Picture No. 4 shows 40-year member George Benjamine.

Picture No. 5 shows 45-year member Carl Hayes.

Decatur, Ill.—Picture No. 1

Decatur, Ill.—Picture No. 4

Decatur, Ill.—Picture No. 3

Decatur, Ill.—Picture No. 5

Decatur, Ill.—Picture No. 2

Decatur, Ill.—Picture No. 6

DECATUR, ILL.

Local 742 recently awarded pins to members with 20 to 45 years of service to the Brotherhood.

Picture No. 1 shows 20-year members, front row, from left: Leo Smith, John Borders, Robert Smith, and Wayne Felter.

Back row, from left: Robert Ray, Joseph Gant, John Sherman, Bernard Cornthwaite, and James Cornell.

Picture No. 2 shows 25-year members, from left: William Harlow, Charles Hambleton, and John Freeman.

Picture No. 3 shows 30-year members, front row, from left: Charles Schwab, Noble Pyle, Charles Cutler, and Charles Burse.

Back row, from left: Robert Meek, Walter Hensley, Maurice Wall, William Cain, and Robert Van Fleet.

Picture No. 4 shows 35-year members, front row, from left: Lyle Moseley, James Barnhart, Floyd L. Berg, and Henry Cole.

Back row, from left: Ivy Wilson, Vernon Simmons, Donald O'Brien, Glen Patton, and Robert Wooley.

Picture No. 5 shows 40-year members, front row, from left: Delbert Mundy, Arthur Girard, Max Ashenfelter, Lawrence Stine, Boyd Harp, and Wayne Cole.

Back row, from left: Robert Wilking, Henry Poll, Donald Oestrieich, James Donnel, Lawrence Warren, and James Strachan.

Picture No. 6 shows 45-year members, from left: O. W. Balsley, Daniel Ducy, and Harold Wilber.

SAN ANTONIO, TEX.

Members of Local 14 received 40 and 50 year pins at a recent meeting.

Picture No. 1 shows 50-year members Rufus A. Moore.

Picture No. 2 shows 40-year members, front row, from left: Herman B. Barrera, Wallace Parker, Frank Kierstedt, and Frencha Riley.

Back row, from left: President Anthony P. Arreaga, Jack Adair, Raymond Chavez, Earl Spencer, Elam G. Gembler, William D. Pennington, and Business Representative Bernon "Chico" Gooden.

Picture No. 1

San Antonio, Tex.—Picture No. 2

IN MEMORIAM

The following list of 631 deceased members and spouses represents a total of $1,121,276.42 death claims paid in May 1986, (s) following name in listing indicates spouse of members.

Local Union, City

1 **Chicago, IL**—Stanley Guzik.
3 **Wheeling, WV**—Harold F. Sutton, Thomas R. Spencer.
5 **St. Louis, MO**—Arno Herman Eckert, Elizabeth Jane Johnson (s), Lee B. Peter.
7 **Minneapolis, MN**—Albin Lindfors, Axel Francis Buranen, Danhart Johnson, Delpha M. Hokanson (s), Emil Jesser, Holger Nielsen, Howard Carlson, Leroy M. Mattson.
8 **Philadelphia, PA**—George J. Elick, Laura Shisler (s).
10 **Chicago, IL**—Nels C. Cederholm.
13 **Chicago, IL**—Henry Raery, James Broz, Jr.
14 **San Antonio, TX**—Adolph J. Grabowski, Ernest P. Haufler, Juan A. Avila, Minerva G. Rodriguez (s), William J. Mitchell.
15 **Hackensack, NJ**—Dario Gambucci, Leonard Weiss, Thomas J. Hanrahan, Jr.
20 **New York, NY**—Baard Lande, Frank Dibrizzi, John Gorczakowski.
22 **San Francisco, CA**—Edwin O. Mandt, Iver Nelson, James J. Picaso, Timothy Reen.
23 **Williamsport, PA**—Woodrow Kissinger.
24 **Central, CT**—Frederick J. Hanlon.
27 **Toronto, Ont., CAN**—Anne Krywy (s), Grace A. Philcox (s).
28 **Missoula, MT**—Albert Lowe, George L. McPhee, Paul E. Fairchild, Walter F. Kahrig.
30 **New London, CT**—Evert Havukainen, Therese Sheehan McGuirk (s).
31 **Trenton, NJ**—Joseph C. Muolo.
33 **Boston, MA**—Anthony Digirolamo.
34 **Oakland, CA**—Roy H. Stephens, William S. Rogers.
35 **San Rafael, CA**—John C. Lezzeni, Jr., Mary M. Rodrigues (s).
36 **Oakland, CA**—John J. Amos.
38 **St. Cathrns, Ont., CAN**—Glenn Reginald Waite, Ira G. Harrington.
42 **San Francisco, CA**—Einar L. Hansen.
43 **Hartford, CT**—John R. Blacha.
47 **St. Louis, MO**—Anthony F. Hermyer, Mary Alice Simmons (s).
50 **Knoxville, TN**—Arthur Paris Casey, Eugene Beets, William Bradford Chambers.
54 **Chicago, IL**—Gottleib Rauser.
61 **Kansas City, MO**—Dan E. Hamlett, Edgar R. Maddux, Ira Earl Green, Jr., Lyle E. Stuckey, Richard O. Trompeter.
62 **Chicago, IL**—Margaret B. Scheulin (s).
64 **Louisville, KY**—Rachel Mae Thompson (s).
65 **Perth Amboy, NJ**—Alex Melega.
73 **St. Louis, MO**—Harry D. Skaggs, Roland H. Croom.
74 **Chattanooga, TN**—Calvin E. Eller.
76 **Hazelton, PA**—Sarah Bacher (s), Victor Mirarchi.
80 **Chicago, IL**—James E. Goold.
89 **Mobile, AL**—Joseph Kratochville, Lura Maye Foster (s).
98 **Spokane, WA**—Mertsie H. Herlin.
100 **Muskegon, MI**—John Hendrickson.
101 **Baltimore, MD**—Barbara Ellen Lintz (s), George Anderson, Herbert Keyes, Jr., Homer Lavoie, Mamie Bell Roberts (s), Mason A. Pritt, Roland L. Ward.
103 **Birmingham, AL**—Irvin Bradford, William Albert Salter.
104 **Dayton, OH**—Earl Abery, N. Madelene Evans (s).
105 **Cleveland, OH**—James Hart, Joseph Cenin, Reggie Dirocco.
107 **Worcester, MA**—Julia F. Swiechowicz (s).
108 **Springfield, MA**—Edward G. Waskiewicz, Everest Deslauriers, Fernando P. Rugani.
109 **Sheffield, AL**—Jesse B. Romine, Marvin F. Mitchell, Mary Lee Trousdale (s), Ottis M. Blevins, Thomas L. Herring.
110 **St. Joseph, MO**—Oliver Bumphrey.
111 **Lawrence, MA**—Raymond R. Berry.
113 **Middletown, OH**—Andrew Neff, Estel B. Brooks.
118 **Detroit, MI**—Axel Herbert Johnson, Beatrice Kinnunen (s), Dave Hallman, Henry Brown, Loren D. Grootegoed, Margaret B. Green (s), William R. Chavis.
121 **Yineland, NJ**—Walter Langley, Jr.
124 **Passaic, NJ**—John Belli, Peter Crimi.
128 **St. Albans, WV**—Peggy Ann Reedy (s).
131 **Seattle, WA**—Arthur A. Thomas, William Floyd Taylor.
132 **Washington, DC**—Barbara Ellen Parker (s), Gottlieb Huber, Lauren D. McNeil, Stanley J. Mattingly, Ulicious Dickson.
133 **Terre Haute, IN**—Raymond S. Bussing, William Henry Santus.
135 **New York, NY**—Philip Hubelbank.
141 **Chicago, IL**—Glen I. Shain.
161 **Kenosha, WI**—Clarence Axelson.
162 **San Mateo, CA**—Ford Dobesh, William Ragni.
165 **Pittsburgh, PA**—Margaret H. Love (s).
166 **Rock Island, IL**—Olaf Rosenwing.
169 **East St. Louis, IL**—Walter V. Queenan.
180 **Vallejo, CA**—Frank Freeman, Jerald R. Clouse, Louis W. Kirk.
182 **Cleveland, OH**—Roger Lee Shook.
184 **Salt Lake City, UT**—Lars O. Johanson.
188 **Yonkers, NY**—John Walkinshaw.
190 **Klamath Falls, OR**—James H. Wallinder.

Local Union, City

195 **Peru, IL**—John A. Kerste.
198 **Dallas, TX**—Billy Joe Shytle, Jessie J. Mims, Opal G. Patterson, Oscar Lonceford Tarver, Ronald W. Sims.
199 **Chicago, IL**—Ruby M. Sweeney (s).
200 **Columbus, OH**—Ray G. Truax.
201 **Wichita, KS**—Cecil E. McGlothlin.
202 **Gulfport, MS**—Curtis C. Conerly.
203 **Poughkeepsie, NY**—Vasco Andreozzi.
210 **Stamford, CT**—George M. Parks, Peter Picarazzi, Walter Svenson.
211 **Pittsburgh, PA**—Hemmrich Henry.
213 **Houston, TX**—Charles H. Lessmann, Clarence B. Simpson, Grover Cleveland Friday, Hazel E. Haden (s).
215 **Lafayette, IN**—Mable M. Tam (s), Poley Jones.
222 **Washington, IN**—Grace G. King (s).
223 **Nashville, TN**—Fred C. Oakley.
225 **Atlanta, GA**—Dock Brownlee, Reba Jane Bettis (s).
230 **Pittsburgh, PA**—Alois Blatz, Nicholas Kratofil.
232 **Fort Wayne, IN**—George A. Till, Howard Foster.
246 **New York, NY**—Frank Zeller, Jr., John W. Carson, Steve Bathory.
247 **Portland, OR**—Clarence E. Smith, Clarence W. Olson.
250 **Waukegan, IL**—Clarence W. Dietz, Enberg Sorensen, Joseph F. Drabant, Theresa H. Charling (s), William A. Goodman.
255 **Bloomingburg, NY**—Beatrice Werner (s), Charles A. Mingus.
256 **Savannah GA**—William T. Willoughby, Sr.
257 **New York, NY**—Carl Hallberg, Mary Miron (s).
259 **Jackson, TN**—Dewitt Talmadge Chandler.
261 **Scranton, PA**—John A. Kislus.
272 **Chicago Heights, IL**—John Fred Lerbs.
278 **Watertown, NY**—Clifford Robert McCormick.
280 **Niagara—Gen. & Vic., NY**—John A. Rybarczyk, Pamela Lynn Vickers (s)
283 **Augusta GA**—James A. Poole, John R. Walker.
287 **Harrisburg PA**—Roy E. Myers, Roy G. Maurer.
311 **Joplin, MO**—Albert Ray Satterly, Carl S. Nickle, Mark A. Hessee.
314 **Madison, WI**—Thomas J. Mahoney.
316 **San Jose, CA**—Evald E. Erickson.
319 **Roanoke, VA**—Issac W. Blevins.
329 **Oklahoma City, OK**—James R. Hopson.
334 **Saginaw, MI**—Joseph P. Frappart.
335 **Grand Rapids, MI**—Walter Pienta.
342 **Pawtucket, RI**—Willard Partington.
355 **Buffaflo, NY**—Loretta H. Baumler (s).
359 **Philadelphia, PA**—David C. Sterritt, Sr.
361 **Duluth, MN**—Ellen E. Timmer (s).
372 **Lima, OH**—Genevieve Regedanz (s).
374 **Buffalo, NY**—Domenic Cervi, James Raidy.
377 **Alton, IL**—William Edgar Hardin.
379 **Texarkana, TX**—Lola McDougal (s), Roy J. Hamilton.
387 **Columbus, MS**—Lucian Vernon Wilson (s).
388 **Richmond, VA**—Gilman Nicholas Swift.
400 **Omaha, NE**—James F. Mace, Lyle C. Ray.
404 **Lake Co, OH**—Jack K. Howes.
411 **San Angelo, TX**—Alma Juanita Gray (s), Ben Frank Laws.
413 **South Bend, IN**—John W. Florence, Mary I. Riddle (s), Paul C. Rough.
417 **St. Louis, MO**—August J. Kissner, Jr.
433 **Belleville, IL**—Fred G. Storner, Harold E. Rickert.
440 **Buffalo, NY**—Edward Bauer.
442 **Hopkinsville, KY**—James B. Hodges.
452 **Vancouver, B.C. CAN**—Alex McIntyre, Henry Rose, Rado J. Ursnik.
454 **Philadelphia, PA**—Arthur N. Whiting, Catherine Schepis (s), David W. White, Sr., John T. Murphy, William J. Harper.
455 **Somerville, NJ**—Kathleen Small (s).
458 **Clarksville, IN**—Walter L. Dellinger.
470 **Tacoma, WA**—Melvin Brynestad.
475 **Ashland, MA**—Primo Borelli, Jr., Ralph Langley.
494 **Windsor, Ont., CAN**—Earl L. Mousseau.
512 **Ann Arbor, MI**—William F. Heilmann.
514 **Wilkes Barre, PA**—Gertrude Uranowski (s).
515 **Colo Springs, CO**—Grant C. Boling, Marvin Dale Titus, Ralph Knight.
530 **Los Angeles, CA**—Alvin Edward Cerny (s).
531 **New York, NY**—Cecile Martin (s), Marie Doucette (s).
542 **Salem, NJ**—Minous R. Gould.
550 **Oakland, CA**—Edward L. Schembari, Margaret Silva (s).
557 **Bozeman, MT**—Alfred J. Faber.
559 **Paducah, KY**—Charles M. Lemmon, Morris Russell, Susie Charlene Bruce (s).
562 **Everett, WA**—Merle E. West.
576 **Pine Bluff, AR**—Opie D. Carrington.
586 **Sacramento, CA**—Marian J. Roth (s), Peggy M. Mann (s), Steve D. Adams.
596 **St. Paul, MN**—Neil F. White.
601 **Henderson, KY**—Charles Goldsberry.
603 **Ithaca, NY**—Everett Carr.
606 **Va Eveleth, MN**—Alberta Katherine Cundy (s).
607 **Hannibal MO**—Otto L. Dameron.
608 **New York, NY**—Martin Andreyko, Olaf Henriksen, Pentti Forsman, Stanley Thornton.
613 **Hampton Roads, VA**—Lee E. Chambers.

Local Union, City

625 **Manchester, NH**—Leo H. Biscornet.
626 **Wilmington, DE**—Peter J. Mulrooney, William Wilkinson, Sr.
627 **Jacksonville, FL**—John P. Willett, William T. Spicer.
633 **Madison, IL**—George Smith.
634 **Salem, IL**—Marion Douglas Collier.
635 **Boise, ID**—Ferne Bowles Anderson (s).
638 **Marion, IL**—Heze McCuan, Lula Gay Naas (s).
639 **Akron, OH**—Dorsie R. Huff, William R. Jones.
642 **Richmond, CA**—Anna Kendall (s), Glenn Lowell McDonald, Odas Charles Jones.
665 **Amarillo, TX**—Jesse S. Hughes.
668 **Palo Alto, CA**—Christopher D. Crawford.
675 **Toronto, Ont., CAN**—Mary Elizabeth Helm (s).
690 **Little Rock, AR**—John P. Evans.
698 **Covington, KY**—Edward F. Hoffman.
710 **Long Beach, CA**—Addie L. Harris (s), Walter H. Gaetz.
715 **Elizabeth, NJ**—Steven Horin, Winfield Thorne.
721 **Los Angeles, CA**—Ellis Oropeza, Ruben R. Velasquez.
727 **Hialeah, FL**—John R. Emby.
743 **Bakersfield, CA**—Julian Edgar Grady.
747 **Oswego, NY**—Dale Owens.
764 **Shreveport, LA**—Audle Robert Lewis, Thomas K. Schonfarber, Sr., William Harry Smith; Sr., Willie Bynum Hunter, Sr.
780 **Astoria, OR**—Leland W. Dorman.
781 **Princeton, NJ**—George Goetz.
790 **Dixon, IL**—Bernice E. Needham (s).
815 **Beverly, MA**—Leo M. Clay.
821 **Springfield, NJ**—William Price.
844 **Canoga Park, CA**—Fredrick Leo Mulligan, Leslie Schmidt.
848 **San Bruno, CA**—Archie Leroy McDonnell.
902 **Brooklyn, NY**—Martin Brogan, Maynard Huggan, Nicholas Cacioppo.
904 **Jacksonville, IL**—Arthur L. Schafer.
906 **Glendale, AZ**—Russell D. Keltner.
930 **St. Cloud, MN**—Leland A. Noe.
943 **Tulsa, OK**—Earl Dyball, Eugene Gwin, Henry Frederick Ansiel.
944 **San Bernardino, CA**—Morley V. Scott, Willie W. Macon.
953 **Lake Charles, LA**—Joseph P. Roy.
955 **Appleton, WI**—Leo G. Steffens.
958 **Marquette, MI**—Hugo Mariin.
971 **Reno, NV**—Delmar Scott.
964 **Rockland Co., NY**—William J. Stoops.
973 **Texas City, TX**—Francis J. Mueller, Sr.
974 **Baltimore, MD**—James Rice.
976 **Marion, OH**—James Raymond Jett.
978 **Springfield, MO**—Carroll O. Edwards, Evelyn T. Snodgrass (s), Herman B. Stracke.
993 **Miami, FL**—James B. Lindsey, Joseph L. Jereb, Jr., Richard I. Abrahmson, Stanley A. Strohl.
998 **Royal Oak, MI**—Charles E. Davis, Irvin A. Johnson, Marie Rose Gontarz (s).
1000 **Tampa, FL**—Harry R. Ibex.
1002 **Knoxville, TN**—Fox Honeycutt, Robert L. Taylor.
1003 **Indianapolis, IN**—Wandalea Kathryn Osborne (s).
1010 **Uniontown, PA**—Theresa A. Garlick (s).
1014 **Warren, PA**—Russell D. Jordan.
1015 **Tulsa, OK**—Cloyce Bud Gilmer.
1022 **Parsons, KS**—Ervin W. Cooley, Glenn H. Milks.
1024 **Cumberland, MD**—Aubrey D. Mauzy.
1026 **Miami, FL**—Kenneth Lee Winkler.
1027 **Chicago IL**—Aloysius Floss.
1042 **Plattsburgh, NY**—Frank W. Burtt.
1046 **Palm Springs, CA**—John E. Fincher, Jr.
1052 **Hollywood, CA**—Bodil Christensen (s), Ralph M. Cowan.
1053 **Milwaukee, WI**—Howard Raetter.
1055 **Lincoln, NE**—Leon J. Peters.
1062 **Santa Barbara, CA**—Ronald Schmeisser, Sigbritt R. Thielmann (s).
1074 **Eau Claire, WI**—Darrell McGraw, Herbert F. Gieseke.
1089 **Phoenix, AZ**—Ron B. Renegar, Seth Hughes.
1094 **Albany Corvallis, OR**—Daniel W. Styles
1098 **Baton Rouge, LA**—Alvin J. Pinion, David W. Webb, Roy Earl Threeton, Sr., Russell J. Picou, Sterling Lee Watts.
1102 **Detroit, MI**—George L. Hilborn, Lyle H. Charon.
1108 **Cleveland, OH**—George Sullivan, John Somerville, Thomas Washburn.
1113 **San Bernardino, CA**—Alvin E. Armstrong, Casper W. King, Charles B. Baker.
1114 **S. Milwauke, WI**—Robert S. Bell.
1125 **Los Angeles, CA**—Herman M. Kuhl.
1134 **Mt. Kisco, NY**—John Maestri.
1138 **Toledo, OH**—Edward A. Wernet.
1140 **San Pedro, CA**—Lenora R. Wood (s), Lonnie Fryar.
1141 **Baltimore, MD**—Charles A. Williams.
1146 **Green Bay, WI**—Rollin J. Jacques.
1149 **San Francisco, CA**—David Mac Tice, Florence Margaret Wilkinson (s), Geraldine N. Lemon (s), Knute O. Boe, Olley L. McCarty, Timothy Geist, Valerie White Newsom (s).
1153 **Yuma, AZ**—Manuela Nellie Varela (s).
1155 **Columbus, IN**—Lee Thomas Nichols, Willard Quillen.
1172 **Billings, MT**—Eleanor Hubing Bjoraa (s), Stanley Jacobson.

Local Union, City

1176 **Fargo, ND**—Victor H Heinen
1184 **Seattle, WA**— Iver B. Nelson.
1185 **Chicago, IL**—John T. Keefe.
1208 **Milwaukee, WI**—Kurt H Roeber.
1226 **Pasadena, TX**—Delbert M Johnson.
1235 **Modesto, CA**—William T. Bradley.
1240 **Oroville, CA**—Jerry Ramsey, Ray W. Phillips.
1242 **Akron, OH**—Franklin J Dehart, Ray Joseph Burnette.
1256 **Sarnia, Ont., CAN**—William E. Tilson
1258 **Pocatello, ID**—Charles Abrum Romriell, Jr.
1266 **Austin, TX**—Clarence R Vandercook, Mary B. Benner (s), Mary Lou Barr (s), Walter M Wagner.
1274 **Decatur, AL**—Curtis E. Williams, Elsie Marie Mitchell (s), Lurlyn Cooper, Luther Fleming, Peggy Nell Runge (s).
1275 **Clearwater, FL**—Floyd L. Gentry, Myrtle Eodeikis (s).
1281 **Anchorage, AK**—Sidney Larmer, Walter M. Seals, Willis G. Turner.
1296 **San Diego, CA**—Jasper Brandt, Nicholas Hautamaki, Oval E. Blair.
1298 **Nampa, ID**—Elias M. Personett.
1300 **San Diego, CA**—Norma L Cody (s), William Thomas Boster Brown.
1302 **New London, CT**—George H Williamson, Joseph P. Fern, Stasia Mary Hirschfeld (s), Thomas Swindells.
1310 **St. Louis, MO**—Raymond Banholzer.
1329 **Independence, MO**—Cecil W Guyer, Charles Richard Harris, George E. Hirt.
1337 **Toscaloosa, AL**—George E. Harris, Tressley T Hall.
1342 **Irvington, NJ**—Helen Lynch (s), Joseph Baldyga, Sr., Paul P. Stanish.
1353 **Sante Fe, NM**—Mike B. Atencio.
1361 **Chester, IL**—Carl Quillman.
1388 **Oregon City, OR**—Donald R. Smiley, Gilbert Califf
1392 **New Glasgow, NS, CAN**—Gordon Stewart Gillis.
1394 **Ft. Lauderdale, FL**—Woodrow Allen.
1397 **North Hempstad, NY**—Antonio Mariani.
1401 **Buffalo, NY**—Chester H. Jendras.
1407 **San Pedro, CA**—Carlbert Oden, Joseph Klein, Norman Newman.
1419 **Johnstown, PA**—George R. Ickes.
1423 **Corpus Christie, TX**—Guadalupe G. Garcia.
1437 **Compton, CA**—Anthony G. Jimenez, Corine Randles (s).
1445 **Topeka, KS**—Oscar Erickson.
1449 **Lansing, MI**—John Leroy Whitinger.
1454 **Cincinnati, OH**—Ronald L. Metzger.
1469 **Charlotte, NC**—Charlie Hoke Carpenter
1471 **Jackson, MS**—John Henry Stegall.
1505 **Salisbury, NC**—Lloyd Elsworth Dell.
1506 **Los Angeles, CA**—Julius Hult.
1507 **El Monte, CA**—Abundio Hernandez, Carl N Peterson, Marion Josephine Minich (s).
1512 **Bloontville, TN**—Bernice Hazel Simerly (s).
1519 **Ironton, OH**—Virginia Quillen Crum (s)
1521 **Algoma, WI**—Emmanuel Gordon, Ervin Villers.
1529 **Kansas City, KS**—John W. Reynolds, Sr., Majorie Lucille Guth (s), Roger W. Burgeson.
1532 **Anacortes, WA**—Thelma J Croy (s).
1539 **Chicago, IL**—Aaron Millner, Fred Salzberg, Joseph F. Ries.

Local Union, City

1553 **Colver City, CA**—J. D Quinalty.
1565 **Abilene, TX**—Thomas Alexander Thorn.
1590 **Washington, DC**—John Overberg, Marie A. Miller (s).
1595 **Montgomery County, PA**—Howard E. Baldwin
1597 **Bremerton, WA**—Betty Jean Hoffman (s), John E. Pouttu
1599 **Redding, CA**—Fred Copeland, J Alfred Harris, Lefa Fern Wentz (s).
1607 **Los Angeles, CA**—John F. Vicars, Paul H. Helm, Richard G. Horney
1622 **Hayward, CA**—Thorval Envald Ericksen
1632 **S. Lois Obispo, CA**—Harold F. Flood
1635 **Kansas City, MO**—Ernest C. Phillips
1644 **Minneapolis, MN**—Lee Baker
1669 **Ft. William, Ont., CAN**—Donald Wiltshire, Maxym Sawula
1689 **Tacoma, WA**—Lowell E. Taylor, Paul Loppe
1693 **Chicago, IL**—Fred O. Sawalish
1696 **Penticton, B.C., CAN**—Paul Kurt Gruner
1741 **Milwaukee, WI**—Andrew Andritsch, Armand Leibold, Nicholas Weitermann
1743 **Wildwood, NJ**—William R. Griner
1765 **Orlando, FL**—Raymond F. Robinson
1780 **Las Vegas, NE**—George Smiertelny, Walter Davison
1789 **Bijou, CA**—Gabriel Trouchon
1792 **Sedalia, MO**—Walter J Estes
1811 **Monroe, LA**—Woodrow C. Cruse
1815 **Santa Ana, CA**—Claude Z. Watt, Dorothee L. Conley (s), Ernest J Schag, Ronald L. Crabtree, Roy E. Graber, Tony H. Martin, William Bamond
1822 **Fort Worth, TX**—Euhl Eugene Hollowell, Milburn D. Owen, Samuel J. Black Jr., William Asbury Wilson
1831 **Washington, DC**—Albert V Black
1832 **Escanaba, MI**—Russell Robitaille
1837 **Babylon, NY**—Helen C. Decurzio (s), Henry Dombrowski, Nils Lindstrom, Olav Aukland
1846 **New Orleans, LA**—Howard Warden, Rodney McKnight
1849 **Pasco, WA**—Ragnvald Johanson
1857 **Portland, OR**—Robert J. Caley
1861 **Milpitas, CA**—Robert W. Buch, Thomas Craig
1865 **Minneapolis, MN**—Bernard R. Gosselin, Theodore P. Carlson
1889 **Downers Grove, IL**—Sam Brasile
1890 **Conroe, TX**—Ouida Faye Martin (s)
1913 **Van Nuys, CA**—Robert A Lee
1914 **Phoenix, AZ**—Curtis Childers, Jesus Ramirez
1916 **Hamilton, Ont. CAN**—Edwin J. Cobb
1921 **Hempstead, NY**—Dominick Sanzera
1961 **Roseburg, OR**—Max Dort
1975 **Calgary, Alta, CAN**—Terence I Mathews
1976 **Los Angeles, CA**—Susan A. Bleich (s)
1987 **St. Charles, MO**—Betty J. Franklin (s)
1993 **Crossville, TN**—Ira T. Lovelace
2007 **Orange, TX**—James L. High
2042 **Oxnard, CA**—Gaylord Lyle, Homer Hall, Jesse P. Artherton
2046 **Martinez, CA**—Alfred Silva Nunes, Harvey Lee Smith, Lois May Hampton (s)
2047 **Hartford City, IN**—Maurice Pursley
2049 **Gilbertville, KY**—Louis Washburn

Local Union, City

2073 **Milwaukee, WI**—Frank Eisenzopf
2103 **Calgary, Alta, CAN**—Harry A Potts
2154 **Portland, OR**—George Law
2158 **Rock Island, IL**—Gwendal E. Drummond, Nina May Sughroue (s)
2164 **San Francisco, CA**—Valentine J. Frackowiak
2172 **Santa Ana, CA**—George A Gimber
2203 **Anaheim, CA**—Mary Pennington (s), Reita Rebecca Wiley (s)
2209 **Louisville, KY**—Beverly Kaye Simmons (s)
2230 **Greensboro, N.C.**—Filmore M Robertson
2235 **Pittsburgh, PA**—Acie Leo Phillips
2250 **Red Bank, NJ**—Charles Unger
2268 **Monticello, GA**—Paul Moore
2274 **Pittsburgh, PA**—Kathleen M Meyer (s)
2283 **West Bend, WI**—Laura M. Murre (s), Milton Wilke
2288 **Los Angeles, CA**—John William Cartledge
2308 **Fullerton, CA**—Angealbert V. Champagne, Mary Ann Mitas (s)
2311 **Washington, DC**—Frederick Shue
2313 **Meridian, MS**—Linda I Hamner (s)
2350 **Scranton, PA**—John Lapashanski, Myron Hine
2361 **Orange, CA**—Harrell Wilson Keefe
2396 **Seattle, WA**—Merle E. Connally
2398 **El Cajon, CA**—Stanley Nephew
2404 **Vancouver, B.C., CAN**—Hector McLachlan, Otto Menzel
2416 **Portland, OR**—Herbert O Williams, Malcolm A Taylor
2456 **Washington, DC**—Clara Anna Ahalt (s)
2463 **Ventura, CA**—Robert L. Brown, Willard William Bell
2498 **Longview, WA**—Glenn Thomas Powers, Jr.
2540 **Wilmington, OH**—William E. McPherson
2601 **Lafayette, IN**—W. Claude Allen
2633 **Tacoma, WA**—Grace Nichols
2659 **Everett, WA**—Even Rickard Lucken
2682 **New York, NY**—Lizzie Boyd
2714 **Dallas, OR**—Frederick W Klimbeck
2715 **Medford, OR**—Robert E. Crovette
2734 **Mobile Vic, AL**—James Curtis Armstrong
2755 **Kalama, WA**—William E. Laroy
2761 **McCleary, WA**—Norman Miller. 2767 Morton, WA, Arlie R Alderman, Ralph L. Morgan, William Vervalen
2772 **Flagstaff, AZ**—Jacobo Chavez
2784 **Coquille, OR**—Lynn Bowman
2805 **Klickitat, WA**—Ernest Rufus Martell
2812 **Missoula, MT**—Helen E Sackett (s)
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UP FROM THE MUD

Continued from Page 16

During that period Malatich worked as a diver on the Narragansett Bridge in Rhode Island and a bridge across the Potomac River in Washington, D.C. During World War II he blew up wrecked ships blocking East Coast shipping lanes. He eventually joined Local 454 in Philadelphia and continued work as a union diver and dock builder until 1980, when he retired.

This UBC diver says he prefers his canvas dry suit and helmet to today's wet suits and scuba gear.

"In a wet suit, you have to come up out of cold water in a half-hour," he comments. "I'll use one to inspect a job, but to work underwater I can stay down in my canvas suit for two hours. In a half-hour you're just getting your bearings."

Malatich has condensed his experiences into a 240-page book, along with a lot of practical advice for divers and dock-builder foremen. This is a commercial diver's book which assumes a basic background and at least some experience. It provides information about equipment and tools, ways of conducting successful search and recovery, making ship repairs, conducting salvage operations, pile driving, welding and burning underwater, employing explosives, as well as laying concrete, pipes, and cables.

Malatich's co-author is Wayne C. Tucker, who has B.S. and M.S. degrees in [illegible]neering and is currently a research associate with the U.S. Navy on Deep Submergence Systems. Tucker is the author of *Diver's Handbook of Underwater Calculations* and articles in *Skin Diver*.

Editor's Note: For a copy of the book send $22.50 in cash, check, or money order to Cornell Maritime Press, P.O. Box 456, Centreville, Md. 21617. American Express, VISA, and Mastercard are accepted. Orders can be placed by telephone: From outside Maryland call toll-free (800) 638-7641; from within Maryland, (301) 758-1075. State specific title of book and author.

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CONSUMER CLIPBOARD

Continued from Page 28

someness if they are sold in interstate and foreign commerce.

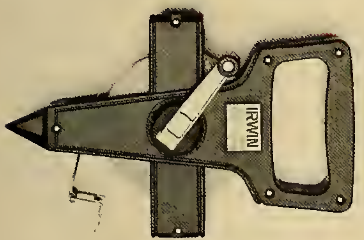
9. What one government agency provides consumer education to citizens in every county of the United States?

Local offices of the Cooperative Extension Service are listed under county or city government in your telephone directory.

10. It is safe to refreeze meat or poultry that has been frozen and thawed. True or False?

False. Generally, it is unsafe to refreeze meat or poultry that has been frozen and thawed unless the product has been handled properly and thawed in the refrigerator. The quality may deteriorate after repeated refreezing, but often it is more practical to refreeze the package than to risk spoilage by keeping it in the refrigerator too long. Fresh hamburger or poultry should be kept in the refrigerator only two days before using or refreezing.

OPEN REEL TAPE



The Irwin Company is offering an open reel fiberglass tape series with a ½ inch blade width as part of its line of measuring tapes. The open reel tape features a rugged, durable black ABS plastic frame with a comfortable hand grip and large roller arm for fast, effortless retrieval.

The tape features a woven, non-metallic fiberglass design in which the fibers are woven both ways, not just laid parallel as with other tapes, then given a tough PVC coating. The result is a tape that is flexible, tough, non-shrinking, waterproof, and will not crease or break even if stepped on.

The non-sparking, flexible fiberglass construction makes it safe around electrical facilities and outdoors in all climates.

Irwin open reel tapes are available in 50, 100, 165, 200, and 300 foot lengths. Each tape includes a rugged ¾ inch tape-end hook for anchoring.

All Irwin tapes are manufactured in the United States. For more information about the open reel tape or other Irwin hand tools and measuring tapes, contact Diane Schikowitz, Product Manager, Irwin Measuring Tools Division, 217 River Drive, Patchogue, NY 11772, or call (516) 289-0500.

NOTE: A report on new products and processes on this page in no way consititutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

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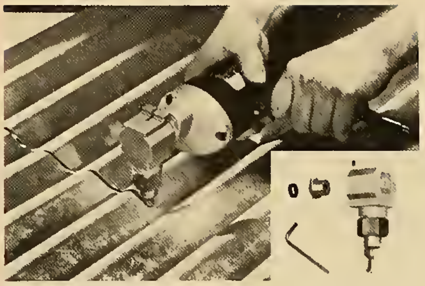
NIBBLER BIT



The Kett Tool Co. has introduced an interchangeable Nibbler attachment for its portable power saws and shears that can cut sheet and corrugated metal up to 18 gauge at a rate of 40 inches per minute.

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For more information on the Kett #1020 Nibbler attachment, write: The Kett Tool Company, 5055 Madison Road, Cincinnati, Ohio 45227, or call (513) 271-0333.

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Concepts Design and Development of Houston, Tex., has introduced a coving table that is specially designed for bending, shaping, and curving of decorative laminates and plastics.

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For more information, contact Henry Russ, Concepts Design and Development, Inc., 10514 LaCrosse, Houston, TX 77029. Phone (713) 674-9324.

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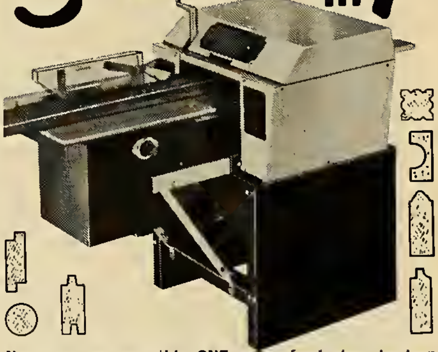

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Toyota Only Talks 'Peace, Harmony' On Its Own Terms

Building Trades wonder whose common wealth is being protected

Last April a group of Japanese business executives toured Kentucky, Illinois, New York, Pennsylvania, North Carolina, and Georgia, looking for a suitable site for a Toyota automobile assembly plant.

As you can imagine, the chambers of commerce and the moneyed interests of these six states did everything possible to woo the Toyota plant to their state. The Commonwealth of Kentucky offered these incentives and had the winning bid:

- conveyance without cost to Toyota of approximately 1,200 acres of land near Georgetown, Ky., for a plant site,
- Toyota would not have to pay a state school tax (the largest part of a Kentucky property owner's tax bill is the school tax),
- site improvement expenses would be borne by Kentucky at an estimated cost of $20 million,
- a highway improvement and construction program to cost approximately $47 million would be underwritten by Kentucky, with plans and specifications subject to the approval of Toyota,
- over a five-year period, the commonwealth would reimburse Toyota for all expenses incurred for training up to 600 Georgetown-site employees at factories in Japan (the total cost to the State of Kentucky would not exceed $65 million).

The Commonwealth of Kentucky offered other incentives, but, to add icing to the cake, someone proposed in Congress to provide Toyota with a $100 million federal tax exemption. Toyota and similar foreign firms would receive this tax break under a special exemption contained in the tax reform bill approved by the Senate Finance Committee in May and still awaiting action.

Dr. Shoichiro Toyoda (yes, that's how he spells his name), company president, told the press that one reason his company chose the bluegrass country of Kentucky was because company officials "feel at home there, as it resembles Toyota City in Japan in its geography, environment, and human feeling."

Another reason, of course, might be all the goodies offered free of charge to the big industrial giant across the Pacific—goodies that American taxpayers will be underwriting until such time as Toyota's yen are converted into U.S. dollars and distributed to U.S. workers.

Now, let me say this: American workers have seen this kind of you-scratch-my-back-and-I'll-scratch-your-back relationship between public officials and major corporations before. Since World War II hundreds of companies, large and small, have been wooed away from cities and states where workers were paid union wages to cities and states where unions were weak and pay was the minimum allowed. Sunbelt states offered tax write-offs and much more. You know about "runaway plants." Hundreds of them moved to the South and Southwest back in the 1950s and the 1960s until the workers there began to realize that they needed unions, too.

American workers have endured such actions through the years, and they and their unions have survived. But this Toyota invasion is something new. Right off the bat, Toyota has indicated that unions might be considered an unnecessary evil.

For several months Building Trades unions have been holding talks with Toyota and Ohbayashi, the Japanese construction company serving as general contractor for the Georgetown, Ky., project, but these talks have broken down.

Bob Georgine, president of the Building Trades, reported to me that the Japanese companies demand that our unions sign an agreement which essentially renounces their rights as guaranteed under American labor law.

Toyota and Ohbayashi demand that the Building Trades, including this United Brotherhood, sign what the firms called a "peace and harmony" contract. This included a no-strike, no-picketing pledge without any kind of *quid pro quo* from management.

"We were willing to make concessions," Georgine said. "We tried to negotiate a fair agreement. They don't want a fair agreement."

The Japanese firms have hired a high-priced anti-union law firm to negotiate with us—Ogletree, Dickens, Nash, and Smoak of Greenville, S.C.

It's not enough that the State of Kentucky throws in $200 million in land and other benefits and the U.S. Senate may allow a $100 million tax write-off, but American workers are expected to work for Japanese wages. And much of these benefits would go to a company and its contractor to send profits back to Japan.

The Kentucky plant is a $790 million project. Work has already begun on site clearing and access roads to the plant. The project will employ about 2,000 construction workers, and 600 of them will be Japanese.

Our union has unemployed members in the state of Kentucky, as do other Building Trades unions, and these skilled construction workers should have priority for the work to be done. As things now stand, the Toyota corporation continues to stall in its talks with us, while the work continues with mixed work crews.

There's no excuse for one of the world's wealthiest industrial giants being so anti-union in its stance. Building Trades unions recently negotiated a project agreement with General Motors for a $5-billion auto assembly plant in Tennessee. If an American firm can work with unions and pay union wages, surely a Japanese firm can do likewise.

Curiously enough, these two major automobile manufacturers, General Motors and Toyota, have launched a so-called "joint venture" and have converted a former Chevrolet plant in Fremont, Calif., so that it is producing Nova automobiles for the American market. Known as the NUMMI Facility, this plant is being retooled under the National Maintenance Agreement, and it's all union. UBC members are working there. There is no such thing as a "peace and harmony" contract to disrupt the team effort there.

We're not going to sit back and let this Toyota invasion set a pattern for other foreign firms wanting to come into the United States for fast Yankee dollars. I'm sure you feel the same way.

I urge you to turn to Pages 20 and 21 of this issue of *Carpenter*. We have more about the Toyota situation there. You'll find a copy of a letter we recently sent to every U.S. senator, urging that he or she not allow Toyota the $100 million tax write-off added as an amendment to the tax reform bill.

There's a coupon on Page 21 in which you are asked to support our efforts. I urge you to take advantage of this opportunity to offer your opinion on the subject of union construction in a vital U.S. industry.

Patrick J Campbell

Patrick J. Campbell
General President

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September 1986

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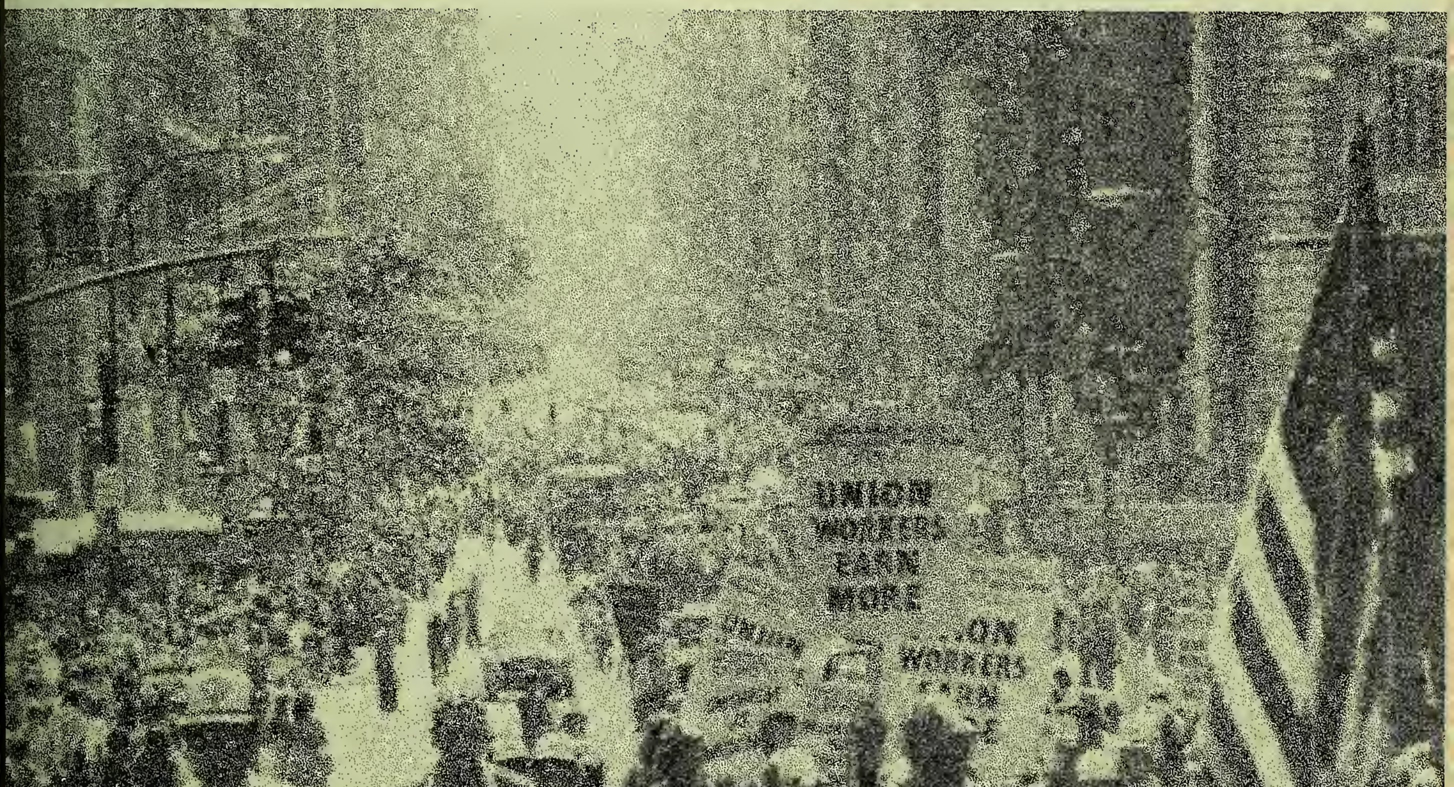
Founded 1881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To Overcome the Roadblocks to Our Progress, Page 10

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CARPENTER
ISSN 0008-6843

VOLUME 106 No. 9 SEPTEMBER 1986

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

On September 1 thousands of trade unionists will march down Fifth Avenue in New York City, as they have done each year since 1881. Local union delegations carrying banners, flags, and signs will be joined by bands, floats, and city and state dignitaries.

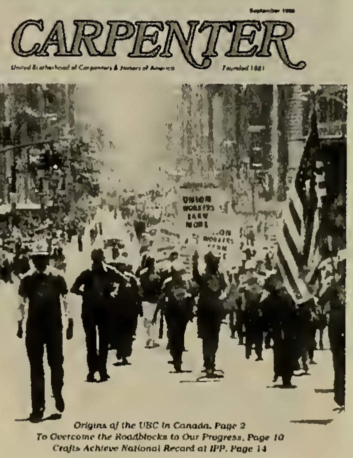
In the long and spectacular parade commemorating the annual workers' holiday will be thousands of UBC members from the New York City area, following the tradition of "The Father of Labor Day," our own Peter McGuire, founder of the United Brotherhood.

"Union Workers Earn More" say the signs in the foreground—a slogan used in the 100th Anniversary Labor Day Parade in 1982 and equally true today. Unionized workers still earn 30% more an hour than their nonunion counterparts, according to a labor economist, and this fact should be paraded.

Although the U.S. Bureau of Labor Statistics reported recently that wage increases negotiated thus far this year average only half the size of previous raises, the AFL-CIO points out that the income picture is distorted by the way the government compiles and analyzes its statistics.

BLS limits its data to increases in base wage rates and fringes and does not take into account the growing trend toward lump-sum bonus payments in lieu of wage increases, profit-sharing plans, and stock ownership concessions. Keep that in mind the next time a parade goes by.—*Photograph from Press Associates Inc.*

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.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United Brotherhood of Carpenters & Joiners of America
Founded 1881

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The Early Years:

Origins of the UBC in Canada

"It [is] the duty of the workingmen of to-day to keep up their claim to the history and make the line more glorious in the future."

"Trade unionism [has] made it possible for men to face their employers, standing erect, and comparatively independent."

The words of Peter McGuire were heartening to his Canadian audience in 1884, they inspired and compelled workers to cleave together as one under the Brotherhood banner. McGuire was invited there to convert men to unionism and to bring together the carpenters of Canada and the U.S.

Since the early days of organized labor unions in North America, Canadian and United States workers have been intimately linked; the fortunes of one having direct and powerful effects on the other. Their shared boundary, culture, language, and work ethic made their common development unavoidable. And their often-shared employers made their progress in wages and benefits interconnected. From the time of the founding of our United Brotherhood in the late 1800s, the special bond between the U.S. and Canada has been integral to the strength of our international union.

Our unique international affiliation can be traced to the first UBC convention in Chicago 105 years ago where Canadian and U.S. carpenters saw their destinies being made. At this pioneer gathering it was resolved that the Brotherhood of Carpenters and Joiners of America (the United was added later as a result of a merger) "would enter into relations with the carpenters of Canada with a view to bringing them into our fold." As a part of this effort, Peter J. McGuire, the first general secretary of the organization, made several trips north of the border. His visits invariably created a surge of inspiration among the working class movement and produced a jump in the number of charter applications.

The diversity of Canada's geography—the maritime provinces to the east, the logging lands to the west, with rapidly developing cities in the center—made organizing a challenge in the early years. The task was further complicated by the mobility of workers in the still-young country. But McGuire and others managed to get around remarkably well—often speaking in or near railway depots and then pushing on ahead to the next stop by nightfall.

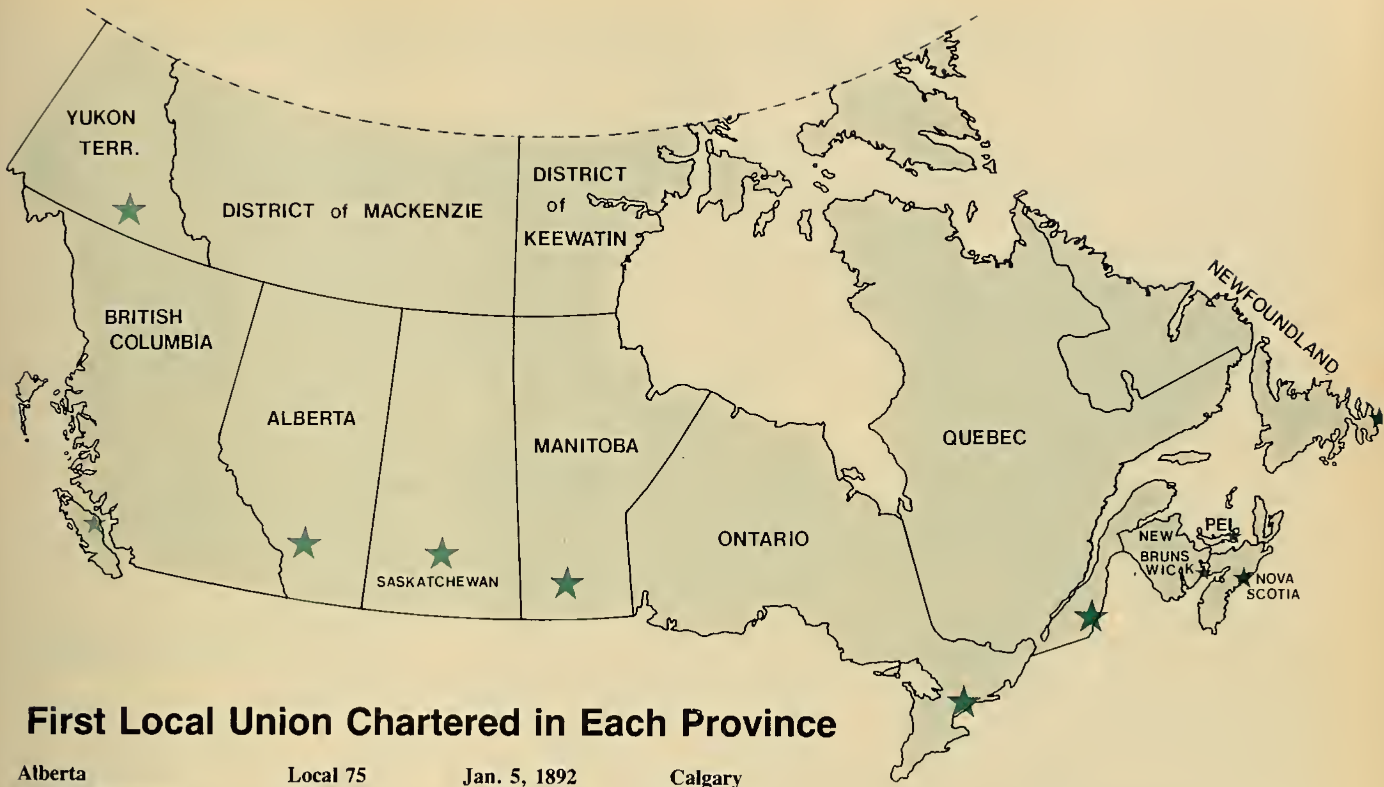
In April of 1882 Canadian carpenters welcomed Brother McGuire on his first visit to their country. Local 18, Hamilton, Ontario, which official records show received a charter on January 30, 1882, making it the first Canadian local to be issued a charter, hosted McGuire's visit. He addressed a crowded meeting at Larkins Hall in Hamilton where he spoke out on issues of the day such as the need for increased wages and shorter hours.

Word of McGuire's union spread throughout the province of Ontario. In Toronto a group of carpenters sent him an invitation to speak to them about joining this carpenters' union. Addressing this group at the Lennox Tavern, McGuire outlined the main objectives of the labor movement in general and the Brotherhood in particular. The charter for what was to become Local 27, Toronto, was applied for after this

United
Calgary Alberta

Carpenters from Local 1779, Calgary, Alberta, march in that city's Labour Day parade in 1912.

An early Vancouver local passed a motion to build a float for the Labour Day parade and march together in shirt sleeves, a new white apron, and a straw hat. This photo is believed to have been taken in 1894.



First Local Union Chartered in Each Province

Alberta	**Local 75**	**Jan. 5, 1892**	**Calgary**
British Columbia	**Local 48**	**July 25, 1883**	**Victoria**
Manitoba	**Local 791**	**June 27, 1892**	**Brandon**
New Brunswick	**Local 397**	**April 18, 1881**	**St. John**
Newfoundland	**Local 1320**	**March 12, 1917**	**St. Johns**
Nova Scotia	**Local 83**	**Jan. 23, 1885**	**Halifax**
Ontario	**Local 18**	**Dec. 18, 1881**	**Hamilton**
Prince Edward Island	**Local 933**	**Oct. 30, 1901**	**Charlettetown**
Quebec	**Local 311**	**July 25, 1887**	**Montreal**
Saskatchewan	**Local 1783**	**May 21, 1904**	**Moose Jaw**
Yukon Territory	**Local 2499**	**Sept. 21, 1948**	**Whitehorse**

meeting. The charter was issued on April 19, 1882, and Local 27 became the second Canadian local of the International.

Toronto was a center of construction activity and in great need of strong organizations to represent the interests of the workers against the bosses who were unwilling to accede to any requests. In March of 1882 Toronto carpenters had requested a raise of 50¢ per day (for a 10-hour day) and had been turned down flatly.

Workers all across Canada were facing the same difficulties in the late 1800s. The 10-hour day was required by most employers; the average man's wages were not enough to provide for his family's basic needs; and child labor was used as a money-saving tactic in mills and shops. These working children who had no time to attend to their studies soon became poorly-educated young adults with no way to provide for their families.

Slavery, which hadn't been abolished until 1833, had left an indelible mark on employer/employee relationships in many ways. Perhaps the most damaging result was the lack of respect for employees' needs on the part of the bosses. They treated workers with the same disdain they had shown slaves and could neither understand nor accept the concept of workers forming organizations to advance and protect their own best interests. Unionism, which had had a rocky start earlier in the century, was taking root throughout Canada as the turn of the century approached. And the Brotherhood of Carpenters and Joiners of America was a leading force in the growth.

By October of 1886 there were already 11 of our locals stretching from Halifax, Nova Scotia, to Victoria, British Columbia. The Brotherhood was gaining ground, particularly in regions where early charters were issued and successes were scored. The first British Columbia charter was issued on July 25, 1883, to Local 48 in Victoria. The Victoria charter made us the first international union to establish a branch in this province. Nova Scotia's first charter went to Local 83, Halifax, on January 23, 1885. Another pocket of strong union activity was in Quebec. On August 25, 1887, Local 311 was issued that province's first charter.

The labor movement offered hope, but it also carried with it a risk. In some provinces workers even kept the list of union members secret for fear they would be blacklisted and unable to find work. But for most, the risk was worth it. When faced with uncertain employment, an unstable economy, and, perhaps more importantly, a lack of resources to fall back on in times of hardship, men hesitated to move about in search of work, and unions were able to offer some solutions.

Men who had been getting 17½¢ per hour, 10 hours per day, 6 days a week when Local 18 was established in Hamilton were able to report progress by May 1883. Some employers had granted the 20¢ per hour the workers had demanded soon after their charter. Bosses no longer cut wages in the winter, and, according to the local secretary, "We find no difficulty in paying our just debts and dues, we insure each member's tools against both fire and theft, we have money in the bank, and we owe no man anything except good will to all Brothers." In May of 1885 this local proceeded to adopt the Saturday half holiday as well.

Without highways, rapid transit, telephones, and mass media, word did not spread as quickly in the late 19th and early 20th centuries as it does today. In those days the organizer's job of teaching the value of the union and encouraging membership in these revolutionary new groups was a challenge to be sure. When word of another local's success had reached the men before him, he often found a more receptive audience.

John Flett was a man who didn't need any such assistance in his organizing efforts. Originally from Local 18, this carpenter was tapped early by Samuel Gompers to assist in American Federation of Labor organizing in Canada. His successes were phenomenal. On one trip through Ontario he organized 14 new locals in a mere seven weeks. Next on his schedule was a trip to the maritime provinces where he found nothing, but left locals behind in every province including Prince Edward Island. Although working for the AF of L, Flett was instrumental in the formation of many carpenter locals. In one year, 1901, he organized 57 of the 80 new locals the AF of L had chartered. And he was credited with nearly 50 charters the following year.

It was through the hard work and dedication of early labor leaders like Gompers, Flett, and our own McGuire that our union grew from 122 local unions in the year 1881 to 679 in 1900. By the end of 1902 carpenters had formed 25 locals in Ontario, 7 in Quebec, 5 in British Columbia, 3 each in Nova Scotia and what is now Alberta, 2 each in Manitoba and New Brunswick, and 1 in Prince Edward Island.

These early carpenters were part of a real explosion of organization for the labor movement in Canada between 1898 and 1902. More than 700 new locals were chartered in those four years, raising the number of organized workers from around 20,000 to over 70,000. The number of local unions tripled across the nation, and groups that hadn't shown much interest in unionism were becoming organized along with all the rest.

The UBC is credited with advancing the cause of the labor movement in the province of Alberta especially. Local 1012 in Frank was our beachhead there.

Great progress was made in the first two decades of our existence in Canada. Payments of death, disability, and strike benefits from the International were a source of pride and strength for members. Locals were able to call strikes to gain better conditions—and win. (Although there were constitutional restrictions on the number of locals that could be out on strike at one time.) Many cities had reported that the nine-hour day had been widely accepted. And a fair rate of pay for overtime hours was established.

Moore

Lloyd

Flett

The International had itself undergone significant changes during this time. At the 1888 General Convention in Detroit, Michigan, a merger of the 5,000-member United Order of American Carpenters and Joiners and the Brotherhood of Carpenters and Joiners of America was approved. Neither group, however, was willing to give up its name and identity. A compromise was finally reached when the name United Brotherhood of Carpenters and Joiners of America was suggested and accepted. Eight years (and three conventions) later a general executive board was established. It consisted of five members, with one representative each from the New England region (including New Brunswick and Nova Scotia) and the middle states region (including Ontario and Quebec) and two from the western states region (including Manitoba and British Columbia). At the 16th General Convention in Des Moines, Iowa, in 1910, Canada was given its own representative on the general executive board.

Today's Canadian Carpenters

Canadian carpenters comprise a full 10% of the United Brotherhood's membership today. Of them, 65.32% are construction workers and 34.67% are employed in the industrial sector. There are 100 construction locals in Canada and 37 industrial locals.

It is interesting to note that our Canadian membership has a significantly higher percentage of industrial workers than our U.S. membership. In fact, in Newfoundland 66.94% of the members are in industrial locals; in New Brunswick, 50.35%; in Quebec, 46.01%; and in Ontario 43.93%. Prince Edward Island, Saskatchewan, and the Yukon Territory still draw 100% of their membership from construction locals, however.

Even before the United Order of American Carpenters and Joiners or the Brotherhood of Carpenters and Joiners of America were established, there were seeds of a carpenters' union in Canada. Various smaller regional societies were in existence before these international branches. In Halifax, Nova Scotia, a group known as the Carpenters, Joiners and Cabinet-makers' Society bound masters and journeymen together for benevolent purposes in 1798. A group called the Hamilton Carpenters and Joiners Society was formed in that city in 1832. The United and Friendly House Carpenters' and Joiners' Society was the name of a St. John, New Brunswick, group in the mid-1800s. And the Journeymen and Shipwrights Association was a precursor to our first British Columbia local.

Canadian labor organizations were greatly influenced by British trade guilds or "societies" as well as U.S. unions. In fact, a British group, the Amalgamated Society of Carpenters and Joiners, was the first international union to form branches in Canada in 1871. The Amalgamated was also the first permanent union of building trades workers in the country.

Although after 1881 the Amalgamated and the UBC (or its predecessor unions) drew their following from the same craft and worked frequently side by side in the same territory, they managed to maintain amicable relations for the most part. In 1913, after quite a bit of maneuvering, the two groups agreed upon a merger to be effective January 1, 1914. By 1925 problems had arisen and a group known as the Amalgamated Carpenters of Canada was established. It drew as members former Amalgamated members who were dissatisifed with certain Brotherhood policies and other dissenters from American unionism. During the late 1930s they lost the majority of their members.

People are the very foundation of the labor movement and the United Brotherhood of Carpenters. Without men of vision and courage as our leaders we would have lost our fights for fair wages and hours and safe and sanitary working conditions. But without the working men there would have been no need for our union.

Working men were the reason to develop a union and, down through the years, they've been inspired to keep it going. Even when carpenters turn their energies to other causes, enter the political arena, or retire from the trade, they bring with them the pulse of the labor movement. They often forge new trails for labor advancement. R.A. Brockelbank, then-president of the Calgary Carpenters' Union, became, in 1902, the first labor movement representative to hold elected office at any level in Alberta. Tom Moore, an organizer for the Brotherhood and president of the Trades and Labor Congress of Canada, was chosen to be on a royal commission on labor conditions in 1919 and subsequently served on other government panels. He was instrumental in these

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PROPOSED AMENDMENTS
to the
CONSTITUTION & LAWS

"All amendments to the Constitution and Laws submitted by Local Unions, District, State or Provincial Councils for the consideration of the Convention shall be filed with the General Secretary not later than sixty days preceding the holding of the Convention, and the said amendments shall be published in The Carpenter in the issue immediately following the expiration of the filing deadline by the General Secretary. No further amendments shall be considered by the Constitution Committee, other than those submitted in accordance with the above or submitted to the Constitution Committee by the General Executive Board; however, amendments may be offered from the floor to any Section while it is being reported on by the Constitution Committee."

In accordance with this constitutional provision (Section 63 E), the following proposed amendments are published in the September 1986 issue of the Carpenter. The Thirty-Fifth General Convention of the United Brotherhood will convene in Toronto, Ontario, on Monday, October 6, 1986.

SECTION 31

Submitted by Local Union 1669, Thunder Bay, Ontario.

Amend Section 31:

"Whereas, due to ever-increasing technical and legal matters and ever-changing Labour Relations Laws in the operation of unions; now therefore be it

"Resolved, that Business Representatives elected under Section 31 E of the Constitution and Laws of the United Brotherhood of Carpenters and Joiners of America may have to meet qualifications and standards set up by the local union and/or district council."

SECTION 31

Submitted by Oregon State District Council of Carpenters, and Pacific Northwest District Council of Industrial Workers

Amend Section 31, Paragraph A:

"Whereas, many local unions are in financial trouble due to loss of membership and increased costs of operation; and

"Whereas, the cost of having a full-time Financial Secretary, whose duties are limited to office operation and attendance of meetings, is an undue financial burden on many local unions; and

"Whereas, policing and organizing are very important to the survival of the Brotherhood; and

"Whereas, the policing and organizing could be accomplished without hiring additional people by changing the duties of the full-time Financial Secretary to a Financial Secretary/Business Representative; therefore be it

"Resolved, that Section 31 A of the Constitution and Laws be amended to read: 'The officers of a Local Union shall be a President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Conductor, Warden, and three Trustees. Local Unions employing full-time officers shall elect a Financial Secretary/Business Representative and the officers shall constitute the Executive Committee of the Local Union. If the Local Union deems it necessary to elect or hire an additional Business Representative(s), the Business Representative(s), who is not a member of the Executive Committee, shall attend the meetings of the Executive Committee with voice, but without vote. No member shall be eligible to be an officer or Business Representative, Delegate, or Committee Member unless such member is a citizen of the United States or Canada, and the member, to be eligible to serve in any such capacity, must be a citizen of the country in which the Local Union is located. No member may hold more than one office or be a candidate for more than one office in a regular election, in the same subordinate body, unless dispensation to combine two or more offices is or has been granted by the General President. In elections held to fill vacancies a member who holds an office must resign said office in writing before accepting nomination as a candidate for another office in the same subordinate body (unless the offices are combined by dispensation) and all existing vacancies, including those left by such resignations, shall be filled by the same nominations and election. Neither the President, Treasurer, Financial Secretary, nor Recording Secretary can act as Trustee.' "

SECTION 31

Submitted by California State Council of Carpenters.

Amend Section 31, Paragraph D:

"Whereas, Section 31 of the Constitution and Laws of the United Brotherhood explicitly provides minimum time periods for notification to members of nominations and elections of Officers, Delegates, elected Business Representatives, and Assistant Business Representatives; and

"Whereas, upon occasion such nominations and/or election notification has been sent to the members so far in advance of the actual time of nominations and/or election that the impact of the nominations and election procedure is diminished; and

"Whereas, procedural uniformity in such an important notification is desirable; now therefore be it

"Resolved, that Section 31, Paragraph D, of the Constitution and Laws of the United Brotherhood of Carpenters be amended to provide additionally that notices to the membership of nomination and/or elections be mailed not more than 60 days prior to the date that such nomination and/or election shall take place."

SECTION 44

Submitted by Local Union 1597, Bremerton, Washington.

Amend Section 44, Paragraph I:

"Whereas, we have lost many members due to fewer jobs in a depressed economy; and

"Whereas, many of these members have gone to work nonunion showing that they are in fact 'fair weather members'; and

"Whereas, many times they wish to return when a job is being offered to them if they are union; and

"Whereas, they will get that job before our good members who have paid their dues through the hard times and shared the available work with their brother and sister members; and

"Whereas, these good members need more protection and consideration than is currently afforded them with the re-initiation fees as they now exist; and

"Whereas, if a greater dollar amount is involved it will protect and place a realistic incentive to remain a member; now therefore be it

"Resolved, that the delegates to the 35th General Convention of the United Brotherhood of Carpenters and Joiners of America support an increase of the re-initiation fees to $700.00; and be it further

"Resolved, that 'Admission of Member,' Section 44, Paragraph 1, will now read, '. . . additional sum of seven hundred dollars ($700.00).' "

SECTION 44

Submitted by Local Union 1708, Auburn, Washington.

Amend Section 44, Paragraph 1:

"Whereas, we have lost many members over the years for various reasons; and

"Whereas, many of these losses have been due to members going to work in the nonunion sector after facing a little adversity (out of work for a few weeks); and

"Whereas, in the 1950s our membership reached its peak with over 850,000 members; and

"Whereas, the Brotherhood during this period was taking in 100,000 members per year but was losing 90,000 members per year; and

"Whereas, during this period the Brotherhood controlled the majority of the work but we still were not retaining our members; and

"Whereas, a lot of our members have stuck with the Brotherhood through good times and bad; and

"Whereas, to protect those members and place a realistic incentive to remain a member; now therefore be it

"Resolved, that the delegates here assembled at the 35th General Convention of the United Brotherhood of Carpenters and Joiners of America change Section 44 #1 of the Constitution to require an ex-member who is dropped for nonpayment of dues to pay an additional $1,000 besides initiation to rejoin the Brotherhood; and be it further

"Resolved, that this become effective and apply to any member who is dropped for nonpayment of dues after January 1, 1987."

SECTION 45

Submitted by Oregon State District Council of Carpenters; Pacific Northwest District Council of Industrial Workers.

Amend Section 45, Paragraph A:

"Whereas, many local unions are in financial trouble due to loss of membership and increased costs of operations; and

"Whereas, many local unions have been forced to lay off full-time personnel or reduce their hours in an attempt to survive; and

"Whereas, reduced hours for policing and service to the members has a negative effect on the total operation of a local union; and

"Whereas, the working member's dues are reaching the point that it has a negative effect on organizing and maintaining members in the industrial segment of the Brotherhood due to the wage rates that are being negotiated under this current Administration; and

"Whereas, in many local unions the retired members make up 25% to 50% of the total membership; and

"Whereas, the retired dues structure as established in the Constitution and Laws of the United Brotherhood is not sufficient to cover the actual cost of per capita tax, local death funds, or other services provided for the retired members; therefore be it

Resolved, that Section 54 of the Constitution and Laws of the United Brotherhood of Carpenters and Joiners of America be amended to read as follows:

> 'Dues for members covered by Benefit Schedule 1, who are no longer working at the trade, and are age 65 or older with not less than thirty years of continuous membership, shall be Nine Dollars ($9.00) per month. The Local Union shall pay the General Secretary Four Dollars ($4.00) per month per capita tax for each such member of which Two Dollars ($2.00) shall be used for the general management of the United Brotherhood; Two Dollars ($2.00) shall be used for payment of death and disability benefits.'; and be it further

"Resolved that Section 45, Paragraph A of the Constitution and Laws, be amended to read as follows:

> 'Minimum dues in all Local Unions shall be established in an amount not less than Twelve Dollars ($12.00) per month to be paid by all members. The minimum dues shall be increased by the amount by which the per capita tax provided in Section 45 D, E, or F is increased by action of any Convention of the United Brotherhood, as of the effective date of any such increase in per capita tax. Whenever, in the judgment of the General President, the dues established by any Local Union or per capita tax by a District Council appear inadequate to enable the Local Union or District Council to function properly and in accordance with the Constitution and Laws of the United Brotherhood, the General President shall have the authority to make a survey of the finances of such Local Union or District Council. Upon completion of the survey the General President shall submit a report to the General Executive Board. The General Executive Board is authorized and empowered upon the basis of the survey to establish the proper amount of such dues. The General Executive Board is also authorized and empowered to establish a minimum fee to be paid by each member for a working card. The amount of monthly dues payable by each member to his or her Local Union shall be increased by the amount by which the per capita tax provided in Section 45 D, E, or F is increased by action of any Convention of the United Brotherhood, as of the effective date of any such increase in per capita tax. When a Local Union raises its dues, initiation fee, or levies an assessment, a secret ballot vote shall be taken at a special or called meeting. All members shall be notified by mail of time, place, and purpose of the vote. All members in good standing shall be eligible to vote. All assessments must be approved by the General President.' "

SECTION 46

Submitted by Western Ontario District Council.

Amend Section 46, Paragraph B:

"Whereas, under the provisions of Section 46 B of the Constitution and Laws of the United Brotherhood of Carpenters a member is to report to the local union office before securing work in the area; and

"Whereas, failure to report shall be under penalty of a fine and/or assessment of $5.00 for the first offense and $10.00 for the second offense and suspension for the third offense; and

"Whereas, the penalty for failure to report should be justified by its severity and the current status of union wages and benefits; therefore be it

"Resolved, that the provisions of Section 46 B be amended to read one hour's pay of the current collective agreement of the local union whose jurisdiction has been violated for the first offense, two hours' pay of the current collective agreement for the second offense, and suspension for the third offense after the member has been duly tried and found guilty."

SECTION 49

Submitted by Local Union 199, Chicago, Illinois.

Amend Section 49, Paragraphs B and C:

"Resolved, to raise each of the amounts listed in Section 49, Paragraphs B and C, to amounts more equitable to today's higher cost of funerals."

SECTION 49

Submitted by Local Union 140, Tampa, Florida.

Amend Section 49, Paragraph C:

"Whereas, the average life span continues to be longer and longer; and

"Whereas, members admitted between the ages of 50 and 60 can easily pay dues for 30 years or more; and

"Whereas, a member paying full dues to the International and to the Death Benefit Fund for 30 years or more should receive more than $250.00; now therefore be it

"Resolved, that any member paying into the Death Benefit Fund for 30 years or more, regardless of age, would receive the maximum benefit allowed, currently $2,500.00."

SECTION 49

Submitted by Western Ontario District Council.

Amend Section 49, Paragraph C and Section 50, Paragraph A:

"Whereas, under the provisions of Section 49 the funeral donations allowed our brothers are inadequate and in many cases cause delays in settlement of the estates which are more costly than the benefit received; and

"Whereas, such an amount of benefit is ridiculously low in today's economic times; now therefore be it

"Resolved, that the benefits under the provisions of Section 49 C and Section 50 A be set at an amount of $500.00."

SECTION 50

Submitted by Local Union 199, Chicago, Illinois.

Amend Section 50, Paragraph A:

"Resolved, to raise each of the amounts listed in Section 50, Paragraph A, to amounts more equitable to today's higher cost of living."

SECTION 51

Submitted by Local Union 199, Chicago, Illinois.

Amend Section 51, Paragraph F:

"Resolved, to raise each of the amounts listed in Section 51, Paragraph F, to amounts equitable to today's higher cost of living."

SECTION 51

Submitted by Western Ontario District Council.

Amend Section 51, Paragraph F and Section 52, Paragraph B:

"Whereas, under the provisions of Section 51 of the Constitution and Laws of the United Brotherhood disability donations are issued our brothers; and

"Whereas, the amounts of donation should represent the economic times of both our countries; now therefore be it

"Resolved, that the disability donation allocated under Section 51 F and Section 52 B be doubled for each of the divisions for years of service."

SECTION 54

Submitted by Western Ontario District Council.

Amend Section 54.

"Whereas, members of the Brotherhood who are no longer working at the trade and are disabled and/or retired should be given special treatment; and

"Whereas, the provisions of Section 54 allow for the reduction of dues to a $6.00 per month level; now therefore be it

"Resolved, that the United Brotherhood of Carpenters and Joiners of America provide for reduced dues for those members no longer working at the trade who are 60 years old and over and who have been a member of the Brotherhood for not less than 25 years."

SECTION 54

Submitted by Oregon State District Council of Carpenters, and Pacific Northwest District Council of Industrial Workers.

Amend Section 54:

"Whereas, many local unions are in financial trouble due to loss of membership and increased costs of operations; and

"Whereas, many local unions have been forced to lay off full-time personnel or reduce their hours in an attempt to survive;

"Whereas, reduced hours for policing and service to the members has a negative effect on the total operation of a local union; and

"Whereas, the working member's dues are reaching the point that it has a negative effect on organizing and maintaining members in the industrial segment of the Brotherhood due to the wage rates that are being negotiated under this current Administration; and

"Whereas, in many local unions the retired members make up 24% to 50% of the total membership; and

"Whereas, the retired dues structure as established in the Constitution and Laws of the United Brotherhood is not sufficient to cover the actual cost of per capita tax, Local death funds, or other services provided for the retired members; therefore be it

"Resolved, that Section 54 of the Constitution and Laws of the United Brotherhood of Carpenters and Joiners of America be amended to read as follows: Dues for members covered by Benefit Schedule 1, who are no longer working at the trade, and are age 65 or older with not less than thirty years of continuous membership, shall be Nine Dollars ($9.00) per month. The Local Union shall pay the General Secretary Four Dollars ($4.00) per month per capita tax for each such member, of which Two Dollars ($2.00) shall be used for the general management of the United Brotherhood and Two Dollars ($2.00) shall be used for payment of death and disability benefits."

SECTION 54

Submitted by Fox River Valley District Council of Carpenters.

Amend Section 54.

"Whereas, the United Brotherhood of Carpenters and Joiners of America was organized for the protection of workers rights and for the benefit of the membership; and

"Whereas, members no longer working at the trade, 60 years of age or over or permanently disabled with 30 years of continuous membership, have dedicated their working lives to the advancement and further strengthening of this United Brotherhood; and

"Whereas, early retirement is a choice of members within their local pension plan; and

"Whereas, these retiring members are no longer required to retain local union membership to receive their local pension; and

“Whereas, these retired members are an asset to their local union and the international union by retaining local union membership; therefore be it

“Resolved, that the Constitution and Laws of the United Brotherhood of Carpenters and Joiners of America, Section 54, Reduced Dues, be changed to read as follows:

“ ‘Members covered by Benefit Schedule I who are no longer working at the trade, who are 60 years of age or over or permanently disabled and have not less than 30 years of continuous membership shall pay dues according to the following schedule:

(a) 60 years of age with 30 years of continuous membership—$6.00 dues with per capita tax to the International to be set at $4.00

(b) 65 years of age with thirty-five (35) years of continuous membership—$4.00 dues with per capita tax to the International to be set at $2.00.

(c) 70 years of age with 40 years of continuous membership—Life membership with no per capita tax to the International and no local union dues.’ ”

SECTION 54

Submitted by Detroit District Council of Carpenters.

Amend Section 54.

“Whereas, the United Brotherhood of Carpenters and Joiners of America has been in existence for 105 years; and

“Whereas, one of the major reasons for our progress through these years has been because of the leadership of our long time members; and

“Whereas, many other labor organizations have provisions which allow for their retirees to be exempt from paying dues; now therefore be it

“Resolved, that the delegates of the 35th General Convention take action to amend the Constitution, Section 54, to read as follows:

> ‘Members covered by Benefit Schedule 1 who are no longer working at the trade, and who are age 65 or older, and have not less than 30 years continuous membership, shall pay no dues but be issued a gold card in appreciation of their years of service to the Brotherhood.’ The Local Union shall also be charged no per capita tax on these members.”

SECTION 55

Submitted by Western Ontario District council.

Amend Section 55, Paragraph A:

“Whereas, it is our constitutional right to have freedom of speech; and

“Whereas, we should have the right to express our views and criticize without fear of reprisals; and

“Whereas, the use of the quarterly password is questionable at many of the union meetings; therefore be it

“Resolved, that Section 55 A items 1 and 3 be deleted as chargeable offenses under the Constitution; that Section 55 A item 9 be removed as a chargeable offense under the Constitution; and that the word ‘lumping’ under Section 55 A item 12 be better defined as well as adding the words ‘piece work.’ ”

SECTION 55

Submitted by Western Ontario District Council.

Amend Section 55, Paragraph C:

“Whereas, under the provisions of Section 55, Paragraph C, the fine or assessment is limited to an amount of $50.00 and does not represent a true penalty under the economic circumstances of the current collective agreement and working conditions; now therefore be it

“Resolved, that the fine and/or assessment under the provisions of Section 55, Paragraph C, be increased to an amount not in excess of $150.00.”

SECTION 55

Submitted by California State Council of Carpenters; Kansas State Council of Carpenters.

Amend Section 55, Paragraph C:

“Whereas, Section 55, Paragraph C has been in effect for many years; and

“Whereas, during that time there have been substantial increases in wages and fringe benefits; and

“Whereas, the $50.00 limit in Paragraph C is no longer a sufficient deterrent; therefore be it

“Resolved, that this 47th California State Council convention forward to the International Offices this resolution which requests that paragraph C of Section 55 be amended to state as follows: ‘If found guilty after trial, the member may be fined an amount equal to one day’s pay and fringes for each successive day of the offense by the Local Union, District Council, or Industrial Council having jurisdiction of the offense.’ and be it further

“Resolved, that the California State Council distribute to each local union/district council and state council a copy of this resolution for their review and action prior to the General Convention.”

SECTION 59

Submitted by Local Union 1373, Flint, Michigan, and Indiana State Council of Carpenters.

Amend Section 59, Paragraph C:

“Whereas, in the Constitution and Laws of the United Brotherhood of Carpenters and Joiners of America, Section 59 C second sentence reads “Members affected by a strike but who are permitted to work in a bargaining area where a strike is in progress shall pay to the District Council or Local Union an amount not less than two hours’ pay for each day worked during the strike for the purpose of establishing a strike and defense fund.” and

“Whereas, in accordance with recently signed international maintenance agreements, Article XXII reads “During the term of this Agreement there shall be no lockout by the company and no work stoppage by the Union.” and

“Whereas, a member working under a maintenance agreement in a bargaining area where a strike is in progress must pay this high assessment; therefore be it

“Resolved, that the Constitution and Laws of the United Brotherhood of Carpenters and Joiners of America, Section 59 C, be changed to read “Members affected by a strike but who are permitted to work in a bargaining area where a strike is in progress shall pay to the District Council or Local Union an amount not less than one hour’s pay for each day worked during the strike for the purpose of establishing a strike and defense fund.”

SECTION 59

Submitted by Western Ontario District Council.

Amend Section 59, Paragraph F:

“Whereas, under the provisions of Section 59 of the Constitution and Laws of the United Brotherhood it provides for an assessment for nonattendance to vote on matters relative to negotiations and terms of a collective agreement; and

“Whereas, such assessment and/or fine should reflect the economic times and seriousness of the violation; now therefore be it

“Resolved, that the provisions of Section 59, Paragraph F, of the Constitution and Laws be amended to read an assessment of not less than one hour’s pay of the then current rates defined in the local union’s collective agreement concerned and not more than five hours pay of the current agreement.”

Left: Weyerhaeuser wood and mill workers watched the last load of logs go into the company's plant in Springfield, Ore., as the picketing got underway (AP photo); Center: Longshoremen picketed en masse at Aberdeen, Wash., to show support for Weyco strikers (Union Register photo); Right: Two Local 1845 pickets under a tarp for protection from the rain in Snoqualmie, Wash. (Union Register photo).

UBC Solidarity Brings Settlement In Weyerhaeuser Contract Negotiations

By a narrow 52% margin, members of the Lumber, Production and Industrial Workers voted July 29 to end a six-week strike against Weyerhaeuser. The settlement applies to nearly 1,000 members and came four days after the International Woodworkers of America approved an identical economic proposal. IWA operations cover 6,500 workers in Oregon and Washington.

The two unions bargained jointly under the newly created U.S. Forest Products Bargaining Board, which also includes the UBC, Southern Council of Industrial Workers, and IWA Region 5 in the Southern states.

The Weyerhaeuser settlement contained wage cuts of $2.85 per hour and a reduction in vacation pay and holidays. A new profit sharing plan, however, is expected to moderate the negative effect of the wage cut during the two-year contract. Bonus payments under the profit sharing plan will be computed semi-annually and paid quarterly.

John Benham, president of Local 3099, Aberdeen, Wash., commented on the settlement, "No one likes the rollbacks. The company never did prove to us cuts were justified, but the alternative looked pretty grim too. There's no question Weyerhaeuser was moving to destroy our union. Our members could have held out on the picket line for a very long time, but they would have paid a heavy price with lost jobs and broken lives. We at least preserved our union jobs and saved our union. We'll certainly need it when we meet Weyerhaeuser again in 1988."

In spite of the rollbacks reluncantly accepted, the strike succeeded in moving the company off their take-it-or-leave-it posture in negotiations. For example: The lower end of the profit sharing formula was changed to speed up the rate of payback, and agreement was reached to lock in the first $1.20 per hour of bonus payments as a permanent addition to wage rates. Maximums were also removed from bonus payments above the amount of wage and benefits cuts.

In addition, Weyerhaeuser finally withdrew objectionable contract language that would have destroyed seniority. The company-proposed clause gave the company the sole right to judge employee competency and then to use that determinaton to award job posting and to make layoffs. Importantly, the union committee also reduced the contract term from three years to two years. This allowed a quicker return to the bargaining table, and it also lined up Weyerhaeuser agreements with other forest industry companies, thus improving union strength in 1988.

James Bledsoe, executive secretary of the Western Council, Lumber, Production and Industrial Workers and chairman of the Joint Bargaining Board, said, "We feel gratified for the solidarity and strength shown by our membership under most difficult conditions. They proved their willingness to stand up and fight for principle. We also had tremendous support from throughout the Carpenter's organization. Local unions and district councils gave an overwhelming response to General President Campbell's "Don't Buy Weyerhaeuser Products" request. Others worked on handbilling Weyerhaeuser-owned banks and building sites. All of these efforts, along with the threat of a prolonged and grinding national campaign, caused this company to come back to the bargaining table. We sure don't like the settlement, but we can be proud of the way our organization responded to minimize its negative effects."

Bledsoe continued, "We're beginning an intensive effort immediately to build our already large data base concerning all aspects of the Weyerhaeuser Corporation. We'll also be working very closely with our membership over the next two years and forming alliances with other organizations to prepare for the 1988 negotiations. We fully expect to correct inequities at that time."

Georgia-Pacific Mid-Continent Settles with Southern Council

Several thousand members of the UBC's Southern Council of Industrial Workers and the International Woodworkers of America have ratified a new three-year agreement with Georgia Pacific Corporation's Mid-Continent Division. The agreement is retroactive to June 1, 1986, and it runs to June 1, 1989.

SCIW members covered by the new contract are employed in G-P particleboard mills at Taylorsville and Lewisville, Miss., and a plywood mill at Fordyce, Ark. IWA members are at G-P plywood mill in Crossett, Ark., and at a plywood mill and stud mill at Gloster, Miss.

The new agreement calls for a $1,000 cash payment in the first year with 4% across the board wage increases the second and third years.

In addition, a first-time dental program is introduced in the first year as well as improved life insurance coverage, increased accidental death and dismemberment benefits, and improvements in the pension plan.

In the second year, all maintenance and electrical employees will receive an additional $.50 per hour and log deck operators an additional $.25 per hour over and above the 4% increase.

At the end of the agreement, the base rate will be $7.90 and the top rate in Cossett $11.12.

New hires will receive $1.00 below the base rate for the first 90 days of employment and $.50 below for the second 90 days if they remain in the utility classification. They will receive contract rates on bid jobs.

"We're pleased with the settlement," said SCIW Secretary Ray White. "We wanted a two-year agreement but we are pleased with the wage increase in the third year and the increased first-year cash payment."

Several contracts have been negotiated with $500 first-year payments.

White said the biggest thing about the new pact is "gaining wage parity with G-P's Eastern Division."

The major problem in the negotiations, he said, was gaining the proper negotiating forum.

"The company wanted to bargain unit-by-unit and we wanted to bargain as a group," White said. "The settlement covers the whole group."

Taking the Initiative

This is the sixth and final nstallment in our series describing ways in which the UBC meets future needs.

UBC General Offices are at the very heart of government in Washington, D.C. Just below the arrow above is the U.S. Department of Labor. Immediately across the street, to the right, is UBC headquarters.

To Overcome the Roadblocks to Our Progress, We Must Continue to Take Bold Steps in the Years Ahead

The 1980s have been a period of change for organized labor in the United States and Canada. Our adversaries have taken full advantage of legal procedures and tied us up in court litigation to delay organizing and collective bargaining. We have endured economic recessions brought on by the conservative, and often misguided, policies of government.

We have been under seige from a variety of anti-union forces in our society. The advent of overt employer resistance to our legitimate trade union activities on both sides of the international border has worked to thwart our success in many areas.

To overcome the roadblocks to our progress, we have taken several initiatives in recent years so that we can keep ahead of the future. Some of these we have described in previous installments in this series. Next month, the delegates to our 35th General Convention will determine what further actions we must take for progress in the years ahead.

INDUSTRIAL PROGRESS

In 1978 at the 33rd General Convention in St. Louis, Mo., the delegates adopted a 15-point program to strengthen the work of our organizing department. Several elements of this 15-point program related directly to the needs of our growing industrial membership. It was voted to establish an industrial section at the General Office, "properly staffed, to meet the servicing requirements of our industrial membership." It was voted to "continue the establishment or expansion of new-concept industrial councils wherever they are needed to meet the service needs of our membership." It was also decided to maintain and expand the industrial contracts computerized analysis program and make this data available to local unions and councils for official purposes. Finally, it was decided to set up a special task force of industrial representatives to work for the betterment of the industrial membership.

These moves, eight years ago, proved to be timely and wise. Today, one out of four members of the UBC is an industrial member, allied to our craft membership all down the line—lumber and sawmill workers, pre-fab housing workers, and manufacturing employees of many varied industries.

Our industrial section at the General Office has a director with field experience, a staff economist and educator, an office staff, and there is a task force with industrial representatives in every district. There are 13 industrial councils at work, counting those which work within the framework of our senior industrial council—the Western Council of Lumber, Industrial and Production Workers.

Recently, the industrial section has moved into more coordinated bargaining with other industrial unions. It has drawn heavily on the resources of the UBC's special programs department and has taken strong initiatives in its dealings with giants of the forest products industry—Louisiana Pacific Corp. and Weyerhaeuser Corp.—to bring justice to our industrial members.

UNION CONSTRUCTION

The past decade has brought many problems and challenges for the construction members of the United Brotherhood. Many have suffered unemployment because of a slump in the construction industry and the inroads of the open shop. Right-to-work laws, which encourage fly-by-night contractors, have played havoc with construction job opportunities in almost half of the 50 states and some of the Canadian provinces. Anti-union groups continue to snipe away at the Davis-Bacon Law in an effort to reduce wage levels.

To overcome the difficulties, the UBC has taken several strong initiatives:

- In 1978 it launched Operation Turnaround, a determined effort to work with union contractors to bid successfully for construction contracts. In a partnership arrangement, the UBC organizing department aggressively set about working effectively with union employers and trade associations for the common good. Using research information, public relations, and other avenues, Operation Turnaround has created a can-do atmosphere in many cities across North America. Our *Proposed Guidelines for the Implementation of Joint Labor-Management Cooperation Committees* has been adopted by the AFL-CIO Building and Construction Trades Department and published in its organizers' handbook.
- The Brotherhood's Coordinated Housing Organizing Program, which was created earlier, continues to assert itself in the Middle West, particularly in Michigan, Ohio, and Indiana. Designed primarily to recoup membership strength in home building, CHOP has had problems because of the housing slumps. Brotherhood leaders believe the time is now ripe to revitalize organizing efforts in residential construction.
- The construction organizing office of the Brotherhood has also taken on major employers and major construction buyers who build nonunion. Recognizing a pattern of low-bid, nonunion construction among affiliates of the American Express Co., the UBC has gone to the top and demanded that American Express recognize the Building Trades in its construction programs. Meanwhile, the Wal-Mart Co., one of the leading retailers of the nation, has been leafletted and confronted in its stockholders meeting.
- Supporting the work of our construction organizers, our special programs department has worked under the direct instructions of the General President to make investment portfolio managers aware of the importance of investing union pension funds in union construction. Union pension funds have become the largest financial pool in North America, and it is tremendously important to the nation that these funds are plowed back into job-creating projects.

NATIONAL AGREEMENTS

In the area of the so-called four Rs—remodeling, renovation, rehabilitation, and relocation—the UBC has also taken the initiative. The primary thrust of this effort is through two well-established organizations within the building trades. One is the General Presidents Committee on Contract Maintenance, which is administered by the AFL-CIO Building and Construction Trades Department, and the other is the National Maintenance Agreements Policy Committee, an incorporated labor-management body which the United Brotherhood was instrumental in establishing in 1971 in cooperation with the National Erectors Association.

We have also worked closely with the National Joint Heavy and Highway Construction Committee to greatly increase job opportunities on America's infrastructure.

OTHER ACTIVITIES

Early in the 1980s, the U.S. Occupational Safety and Health Administration awarded the United Brotherhood a New Directions Grant to start a safety and health educational program for our industrial members. What began as an educational program has become a full-fledged department of the international union, fighting on numerous fronts the entrenchment of conservative management elements in OSHA.

The Brotherhood has a full-time safety director as well as a full-time industrial hygienist conducting training seminars, producing safety and health material, investigating safety and health abuses and hazards, fighting for improved safety and health standards, and offering technical assistance to local unions and councils regarding safety and health issues at construction sites and plant sites.

Lending strong support to all of the other departments of the Brotherhood is the newest department at the General Office: Special Programs. This department is responsible for assisting in the development of new corporate and economic organizing and bargaining tactics for our construction and industrial sectors. The UBC is the only international union which has taken the initiative to establish a department to provide the in-house capability to conduct corporate campaigns against employers and channel our economic power for such purposes. Special Programs personnel attend stockholder meetings; they gather financial data about employers; they direct and assist some boycott activities; and monitor pension fund investments. Approximately 300 Brotherhood pension and welfare trust funds with assets of over $7 billion are now tracked on a continuous basis.

Whether our fight is in a national campaign or a local dispute with a contractor, construction user, bank, or manufacturing concern, we must be prepared to fight attacks on our membership with new weapons. Our Special Programs Department is prepared to do just that. UBC

Washington Report

LABOR-MANAGEMENT TRAINING

Secretary of Labor William E. Brock has called on the nation's business schools to provide academic training in labor-management relations and cooperation.

"If we intend to compete with other industrialized nations without sacrificing human and social values," Brock said, "workers and managers alike must develop the skills necessary to realize their mutual goals for a successful enterprise."

Brock noted that recent efforts at the U.S. Labor Department have been designed to support cooperative labor-management relations for improving both our competitive posture in today's world economy and, "to enhance the quality of life for American workers."

Following Brock's lead in a speech at the 40th anniversary of The New York State School of Industrial and Labor Relations, Cornell University, Deputy Under Secretary Stephen I. Schlossberg said: "Lack of preparation in labor-management relations and cooperation disadvantages managers and denies to them and their organizations the benefits which can be realized by abandoning adversarial relations. The adversarial relationship is a luxury we can ill afford in our highly competitive economic environment when cooperation and understanding between the parties are essential."

AFFIRMATIVE ACTION

The AFL-CIO has issued the following statement regarding the U.S. Supreme Court's recent decision on affirmative action:

"The Supreme Court, after many years of delay reflecting the complexity of the legal issues, has finally acted to clarify the standards governing affirmative action. In so doing, the Court has sought to strengthen enforcement of Title VII of the Civil Rights Act in a way that recognizes the interests of current employees who have committed no wrong.

"The labor movement supports affirmative action that is consistent with federal law but like other segments of society, has been divided over what the law permits. Now that the Court has spoken, the AFL-CIO plans to redouble efforts to assure both vigorous enforcement and complete compliance."

MANDATORY RETIREMENT

Legislation that would eliminate the age-70 ceiling from the Age Discrimination in Employment Act has been approved by the House Education and Labor Committee by voice vote, after members resisted moves that would exempt public safety officials from the bill and that would extend its provisions to employees of Congress. The only amendment adopted by the committee calls for EEOC to study the controversial question of mandatory age cut-offs for public officers and requires the Commission to issue guidelines on tests of the "physical and mental fitness" of these employees.

The bill (H.R. 4154) now goes to the Rules Committee where Chairman Claude Pepper (D-Fla), sponsor of the legislation and the leading congressional advocate for the elderly, says he will seek a "closed rule" that would limit debate and prohibit further amendments on the House floor. A similar bill (S. 1054), introduced by Aging Committee Chairman Heinz (R-Pa), is pending in the Senate.

TWO-TIER WAGES LOSING OUT

Unions are standing up more against two-tier compensation systems that reduce pay scales for new hires, according to a recent study by the Bureau of National Affairs. Of 550 contracts surveyed by BNA during the first six months of this year, only 8% had two-tier wage systems. This was down from 9% recorded in the first half of 1985.

With inflation down, the BNA reported that nearly 12% of the workers surveyed, including 70,000 steelworkers, gave up provisions in previous contracts providing for annual cost-of-living adjustments based on changes in the consumer price index. At the end of 1984, about 57% of union workers were covered by such provisions in their contracts. By the end of June 1986 that number had dropped to 46%, the BNA noted.

TRADE DEFICIT CLIMBS

Our trade deficit, which has been a drag on the economy and has cost the nation millions of manufacturing jobs, showed no sign of easing in June and headed toward a new record that could reach $170 billion, according to the government.

The nation imported $14.2 billion more than it sold overseas in June, the same gap as in May, as the mid-year turnaround forcast by the Reagan administration failed to materialize.

The administration predicts improvement in the fall, but the 1986 deficit still is expected to exceed last year's record of $148.5 billion; in the first six months, imports exceeded exports by $83.9 billion.

The economy could slip into a recession if the trade deficit fails to shrink within a year, Federal Reserve Board Chairman Paul A. Volcker warned in congressional testimony.

Commerce Department estimates show the deficit has cost 2 million jobs since President Reagan took office in 1981.

American Express: Campaign Intensifies

AMERICAN
EXPRESS
LEAVE HOME WITHOUT IT

The Brotherhood's call to "Leave Home Without It" has hit a responsive chord, as hundreds of UBC members have sent cut up credit cards to American Express' corporate headquarters. The boycott's affect on the company is starting to show in many ways. As American Express officials attempt to explain the company's actions in Greensboro, N.C., to the labor community, they are caught in a web of contradictions. A new construction labor policy has also been advanced by the company in an effort to halt the boycott.

In a series of communications to union pension funds, local unions, and UBC members, American Express is trumpeting its new "Construction Program Labor Relations" policies. This policy statement includes a reference to union construction of American Express-owned facilities, and a plan to use their "best efforts" to urge union construction on projects in which their real estate development subsidiaries are involved.

American Express has been spreading the word that the problem is solved now that their policy statement is circulating, but UBC General President Patrick J. Campbell thinks otherwise. "The company's policy notice isn't worth the paper it's written on. For over a year, we've heard statement after statement from American Express about correcting its problems, but the bottom line is that its current projects are still being built nonunion," stated Campbell.

Letters from the company to UBC members who have returned their American Express cards to the company challenge our statements concerning the use of nonunion contractors on the project as "totally inaccurate." Reports from the business agents of each Building Trades' local in the Greensboro, N.C., area confirm that over 95% of the project has been built by nonunion contractors. Those portions of the project on which union contractors were used include such areas as the elevator work where nonunion contractors were not readily available. The letter cites the structural steel as having been done union, yet the Ironworker local for Greensboro confirms that no union Ironworkers worked on the project.

This letter was one of hundreds recently sent to American Express.

Let American Express Hear From You!

Mr. James D. Robinson III
Chairman & Chief Executive Officer
American Express Company
World Financial Center
New York, N.Y. 10285

Dear Sir:

I am enclosing the pieces of my American Express Card, because I am a member of the United Brotherhood of Carpenters and American Express is using "non-union" contractors to build a new $60 million credit card data center in Greensboro, N.C.

I have had this credit card since August 1970, but the position and stand of American Express to build nonunion is lousy enough for me not to renew my card and to terminate same.

I shall encourage other members to do the same—DROP AMERICAN EXPRESS!!

Sincerely yours,

Robert J. Warosh
Executive Secretary-Treasurer
Midwestern Industrial Council

Robinson-Humphrey Atlanta Projects Continue Non-Union

An American Express subsidiary, Robinson-Humphrey Co., is presently developing two major projects in Atlanta, Ga., an office building and a hotel. Local 225 in Atlanta has picketed two nonunion general contractors, Pace Construction and Charter Builders, who continue to work the projects. In a letter to a UBC pension fund utilizing Shearson Lehman Management, Robinson-Humphrey's sister company, a vice president of the company indicated that the projects are "in the process of being renegotiated and will provide work for 200 union carpenters." A meeting between Charter Builders and Local 225 agents produced the promise of work for *two* carpenters, not the indicated two hundred.

"The company has started a well-orchestrated effort to discount our allegations against them and cover their nonunion construction practices which are undermining the work standards of our members. It won't work, because facts are facts, and the facts clearly show that American Express and its subsidiaries are working against the interests of our members by working nonunion," stated Campbell. "We're tired of lip-service without positive action, and we're going to press our boycott of American Express to publicize the continued use of nonunion contractors."

The Intermountain Power Project as it stood one year ago. The cooling towers are in the foreground; the coal handling area is at upper right; and the waste disposal areas are in the background.

Crafts Achieve National Record At Intermountain Power Project

'A Model for Future Large Construction Projects'

Craft workers at the big $5.5 billion Intermountain Power Project 100 miles southwest of Salt Lake City, Utah, recently achieved a national record: 13 million manhours of work without a labor-related disruption.

William G. Bell, vice president for Bechtel Construction Inc., general contractor on the project, called the agreement under which the Building Tradesmen were employed at IPP a model for future large construction projects. The success of the Intermountain Power Project points up what the Brotherhood and other craft unions have been saying in recent years: that project agreements worked out with all the trades before the first shovel is turned are the best way to assure labor-management harmony and a project which is below budget and on time.

Site preparation for this project was begun in September 1981 and completed on time; first concrete was poured October 1982 on time; the last pour for the Unit 2 turbine pedestal was on time August 1983; and the first structural steel was on time in January 1983. Since then, every deadline was reached ahead of schedule except for the setting of Stator Unit 1, which was simply "on time."

Unit 1 of IPP began commercial operation in June, ahead of schedule. Completion of the entire project is anticipated for July 1987.

The peak of craft manpower was reached in September 1984 when 2,952 Building Tradesmen were employed. (The total manpower peak was approximately 4,000.) The employment level for Building Tradesmen during the summer just ending has been more than 1,000. The work crews have included 1,021 UBC Carpenters and 181 Millwrights drawn from local unions throughout the area.

The Intermountain Power Project is a coal-fired generating facility located near the community of Delta. It consists primarily of two 750 megawatt turbine generators supplying direct-current power to a distribution site in Southern California and alternating-current lines to two sites in Utah.

IPP was originally conceived in the early 1970s by a group of Utah municipally-owned utilities and rural electric cooperatives as a four-unit, 3,000 megawatt plant. These utilities later joined with six California municipal utilities and one investor-owned utility, Utah Power and Light Co., and siting and licensing studies were begun at that time.

The site had been previously approved by the U.S. Secretary of the Interior in 1979, and groundbreaking took place in the fall of 1981. However, the recession during the early 1980s caused a drop in electrical power forecasts throughout the country, and, after considerable study, the various power firms involved in the project decided to reduce the project from four to two 750 megawatt units.

The first of these two generators started commercial generation in early June of this year, sending electricity along some 500 miles of power line to the Los Angeles area. IPP is a project involving 26 utilities in Utah and California, and the majority of its power is going to Southern California.

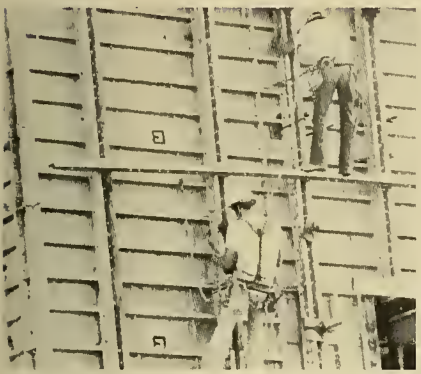
When management and labor originally worked out the project agreement five years ago, covering both union and nonunion employees at the project, the IPP site manager, Rodney Clark, told those around him, "If this thing works out, we should have a party in the end."

That's what happened. A few weeks ago all participants in the big project got together for a Labor Appreciation Dinner. The theme of the dinner was "Crafting a Success." UBC leaders were among the honored guests. There was also a big barbecue and picnic at the job site for all employees.

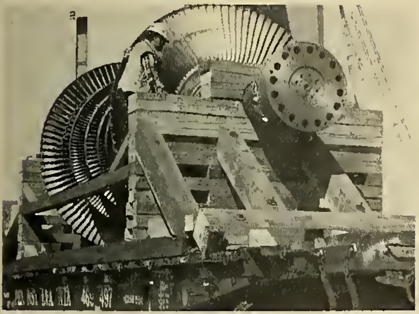
Bechtel and the 15 Building Trades unions, including the Teamsters, worked out the IPP Site Stabilization Agreement in 1981. It provided for work under

Continued on Page 38

In addition to all of the scaffolding on the project, Carpenters installed the form work for 490,000 cubic yards of concrete. By May 1986 the project was 96% complete.



A Building Tradesman checks delivery of Unit 2's low-pressure turbine rotor below. Unit 1's turbine had been installed and alignment completed. The lubricating system for the bearings was being prepared for testing.



Every major piece of equipment with a turning shaft was leveled and aligned by Millwrights. Included in their work were the two 750 megawatt generators.

Building Trades Take Toyota Issue to Japanese Embassy

The AFL-CIO Building and Construction Trades Department called on the Japanese embassy in Washington to head off an escalating dispute over the use of nonunion labor to build an $800-million Toyota auto plant near Georgetown, Ky.

Warning that the interests of the Japanese government and American workers are on "a direct and immediate collision course," BCTD President Robert A. Georgine urged the embassy to help resolve the dispute "in a manner that protects the legitimate interests of all concerned."

Georgine sharply criticized Ohbayashi Construction of Japan for selecting five nonunion general contractors and for presenting the Kentucky BCTD with a "totally one-sided" proposal giving Ohbayashi the "unrestricted right" to operate the project on an open-shop basis.

The department has joined a suit in Franklin Circuit Court in Kentucky challenging the legality of $200 million in tax breaks to lure Toyota to that state, Georgine said in a letter to First Secretary Toshiro Ozawa. The BCTD, he added, will follow up with a nationwide media campaign urging American consumers to "refrain from purchasing Toyota products."

Georgine cited what he called the "shocking contrast" between the way Japan and the United States treat each other's contractors. The Japanese have prohibited American firms from bidding on the Kansai International Airport project in Osaka, he said, while 23 Japanese firms obtained $1.8 billion in contracts in the United States in 1985.

Unionized American construction workers are capable of doing the job at the Toyota facility, the BCTD president said, pointing to their completion of the Honda plant in Marysville, Ohio, "ahead of schedule and under budget;" their construction of a Mazda plant in Detroit; a Mitsubishi facility in Bloomington, Ind.; and the agreement to build the joint General Motors-Toyota Saturn plant in Spring Hill, Tenn.

This isn't the first time that the BCTD has found itself at odds with the Japanese government over the choice of contractors. In 1984 the department protested the hiring of a nonunion firm to build an addition at the Washington embassy. At that time, Ozawa wrote to Georgine expressing hopes for "a mutually beneficial relationship between the AFL-CIO and the embassy."

Reminding Ozawa of that incident, Georgine cautioned that "there can be no mutually beneficial relationship" if the Japanese government doesn't intervene with Toyota to prevent "an all-out confrontation" over the construction policy for the Kentucky plant.

Meanwhile, Building Trades Unions, including the United Brotherhood, have urged Congress to deny Japanese automaker Toyota a special tax break to build the Kentucky plant following the company's refusal to negotiate a "fair" labor agreement.

Georgine called the "potential $100 million" tax exemption an "outrageous giveaway of our tax dollars to underwrite a blatantly anti-union construction project. . . for the benefit of a company which is a major beneficiary of this nation's disastrous trade deficit."

The proposed tax break for the $790 million Toyota plant is among a variety of special exemptions contained in the bill approved by the Senate Finance Committee on May 7. The company would be permitted to use the investment tax credit and the accelerated depreciation provisions which the Senate tax reform bill generally would repeal.

Georgine, president of the AFL-CIO Building and Construction Trades Department told reporters at a news conference that several months of talks with Toyota and Ohbayashi, the giant Japanese construction company serving as general contractor for the project, had broken down. "The Japanese companies demand that unions sign an agreement which essentially renounces their rights as guaranteed under American labor law," he said.

Toyota and Ohbayashi demanded that the building trades sign what the firms called a "peace and harmony" contract, Georgine said. He said this included a no-strike, no-picketing pledge without any kind of "quid pro quo" from management. "We were willing to make concessions. We tried to negotiate a fair agreement. They don't want a fair agreement," he said. He added that the firms have hired "a high-priced, anti-union law firm to negotiate with us." He identified the firm as Ogletree, Dickens, Nash, and Smoak, based in Greenville, S.C.

Georgine said the state of Kentucky had provided Toyota $200 million in land and other benefits to build the plant. "The U.S. Senate is throwing in

Continued on Page 38

Ottawa Report

U.S.-STYLE BANKRUPTCY?

A little-noticed proposal being considered by the federal government would import U.S.-style bankruptcy laws into Canada by allowing the courts to slash wages and benefits in union contracts at financially troubled companies.

The proposal, contained in a report released in January, has shocked union officials, who, unaware of its existence until recently, are angry that Ottawa has not consulted labor about the issue.

"It's a direct frontal assault on collective bargaining," said Brian Shell, a staff lawyer with the United Steelworkers of America.

He said that when a company is genuinely insolvent and opens up its books, "then responsible unions will truly assess what they should do. . . . We think it should be up to the workers to determine whether they are prepared to work for less."

FIRST CONTRACT LAW TESTED

The practical meaning of Ontario's new law on first-contract arbitration for unions will be defined by three cases heard by the labor relations board.

The law was adopted by a Liberal-NDP majority at Queen's Park this spring over strong protest by employer groups. It seems to provide workers with a new tool to get a first union agreement without going on strike.

For many years, long and bitter first-contract strikes have been one of the uglier features of Ontario industrial relations. About 15% of all newly certified bargaining units have been too weak to attain first agreements.

The Ontario Federation of Labor and many unions have warned that the language of the new bill, which purports to address this problem, is so vague that unions may have to prove an employer is bargaining in bad faith before gaining access to the new arbitration mechanism. The "bad faith" test is a difficult legal hurdle, the unions say.

The leading case involves W.H. Smith-Classic Bookshops and the Canadian Paperworkers Union, which is trying to get a first contract for the bookseller's Toronto clerical and warehouse employees.

In another case, UBC members are asking the board to fashion a first agreement for 70 employees of Egan Visual Inc., a successful manufacturer of visual display boards.

QUEBEC DEREGULATION STUDY

Anti-scab rules, hiring practices in the construction industry, and fee-controls in some professions should be relaxed, if Quebec is to become more competitive economically, a government report on deregulation says.

A top labor leader called the report a declaration of war.

Among the 93 recommendations is a proposal that Quebec's tough anti-scab measures be brought into line with "the rules existing in other provinces."

The Quebec Labor Code prevents employers from hiring replacement workers during a legal strike. The Ontario law prohibits employers from hiring professional strike-breakers but not from hiring outside workers during a strike.

Also high on the report's list of regulations in need of severe paring are health and safety provisions. Occupational health and safety rules are considered to be the most restrictive and the most costly for companies, the report says. It recommends that health and safety committees in companies with fewer than 50 employees have no decision-making powers. It also says health and safety programs should be limited to "high-risk units" and that controls should be tightened in the area of workers' compensation, specifically with regard to "back ache" and short-term absences.

The report also recommends that "the rigid rules existing in (the construction) industry be scrapped," particularly in the home-building area.

UNIONS NEWLY CAUTIOUS?

Canadians this year are witnessing a development on the labor front that has rarely been seen in the long period since the end of World War II: peace in industrial relations at a time of only minimal gains in wages and salaries.

Pradeep Kumar, associate director of the Industrial Relations Centre at Queen's University, describes the recent behavior of wages, which is marked by a pronounced deceleration of increases and a growing emphasis on wage flexibility, as a novelty for Canada.

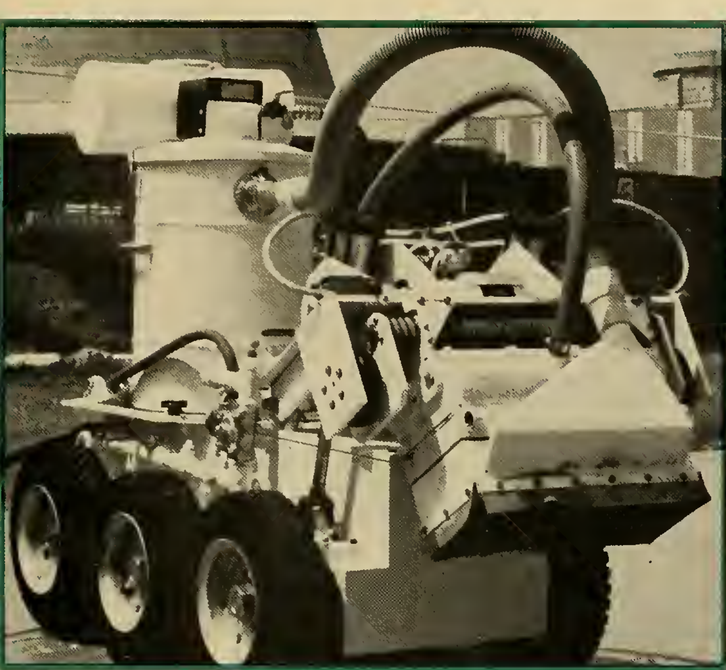
Labor market analysts, though, are not certain whether the new attitude reflects a permanent change in thinking or is merely a short-term shift in union tactics in response to high unemployment and temporary concerns over job security.

NO POLITICAL USE OF DUES

In opposition to a B.C. court ruling, a Supreme Court of Ontario judge has now ruled that Haileybury, Ont., community college teacher Merv Lavigne should not have to pay the portion of union dues that goes to causes not directly related to collective bargaining. The use of compulsory union dues to support political and social causes violates guarantees in the Charter of Rights and Freedoms, the Supreme Court of Ontario has decided in a long-awaited judgement.

Lavigne is part of an Ontario Public Service Employees Union bargaining unit, but is not a member of the union. Under a system called the Rand formula, widely used across Canada, he was obliged to pay $338 a year in union dues, since he receives benefits that were won through union bargaining.

ENTER: ROBOTS



"The Moose," a first-of-a-kind working robot designed for Electric Power Research Institute, was built to work in the hostile environment of the Three Mile Island nuclear power station to remove protective coatings and break up radioactive concrete. The Moose can deliver 1200 hammer blows per minute.

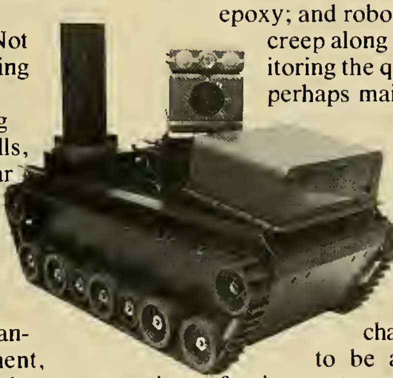
A construction site can be a dangerous place to work. So, too, can a mine shaft or an aging nuclear power plant. All are places of risk for human workers on the job.

"Safety is not as good as it should be," says Mechanical Engineer Carl R. Peterson, Massachusetts Institute of Technology, addressing specifically coal mining hazards in a recent *Science News* article. "Because we have not been able to remove the hazard from the operator, it's clear we ought to consider removing the operator from the hazard."

Enter the robots. Not human replicas wearing lighted miners caps, methodically wielding hammers, running drills, or mopping up nuclear waste, but machines designed for specific tasks. Robots already play an important role in the largely-controlled manufacturing environment, but robots in fields such as construction and mining would be working in environments with conditions that change unpredictably.

The high accident rate of construction work combined with the shortage of Japanese construction workers has made robotics technology attractive to Japanese builders. Specialized, relatively simple robots are being tested at construction sites in Japan. Robotics in Japan currently focuses on modifying available machines for current use.

The United States has focused on long-term capabilities of robots. Applications being studied include a prototype excavator able to find and dig out pipes—for use in extremely hazardous work like excavating around leaking gas lines; a vehicle used in autonomous navigation research—to navigate dangerous areas in coal mines; a robot to inspect pipelines from within—to make repairs by packing weak spots with epoxy; and robot bridge inspectors—to creep along on magnetic feet, monitoring the quality of the bridge and perhaps maintaining it.



The construction industry in the U.S. has shown little interest in new technologies, however, according to *Science News*. "Either that's going to have to change, or we're not going to be able to compete with foreign contractors or equipment manufacturers," says Rolland B. Guy, head of a construction automation study for the Battelle Columbus (Ohio) Laboratories.

But the steady decay of the U.S. infrastructure and new hazards such as those stemming from nuclear power plant malfunctions may provide an incentive to develop new technologies.

"Kluge," top, is a radio-controlled, three-wheeled platform designed to carry different types of equipment for specific applications. With a zero turning radius, it can navigate extremely narrow passageways. As pictured, it can detect motion by ultrasonic and microwave ranging systems, and "sees" through television cameras.

The MF3, middle, is a remote-controlled four-track vehicle, 90" long, 29" wide, 16" high. It can move over uneven surfaces, go around small obstacles, climb inclines and stairways up to 45°, cross trenches up to 30" wide, operate in six inches of water, and carry up to 500 pounds. The MF3 has been used in Germany for power plant maintenance.

The Odex I, bottom, a walking robot demonstrated in 1983, is designed to operate in a nuclear facility.

IRIS (Industrial Remote Inspection System), left, is a surveillance and inspection robot for hazardous environments.

Boston Committee Publicizes Its Work

BUILD IT RIGHT · BUILD IT
BOSTON DISTRICT COUNCIL
OF

A total of 70 cabs in the City of Boston will carry signs above their rear windows for a six-month period urging the public to "Build It Right—Build It Union."

UNION BUILT
BOSTON DISTRICT COUNCIL OF CARPENTERS

A billboard high above Boston's busy Southeast Expressway reminds motorists that the city's array of downtown skyscrapers were union built by members of the Boston District Council of Carpenters and other trades.

OPERATION TURNAROUND

Boston, Mass., Carpenters and their fair employers' Promotional Education Program, a joint labor-management cooperation committee, has undertaken an ambitious promotional campaign.

In June PEP launched an impressive advertising aimed at increasing public awareness of the Brotherhood's accomplishments and instilling pride in UBC members.

A 25-foot by 50-foot billboard on the Southeast Expressway, a major artery for motorists entering the city, portrays the Boston skyline with the words "UNION BUILT" adorning the top of the sign. The bottom caption reads "Boston District Council of Carpenters." The billboard is in the foreground of the actual skyline depicted.

PEP Executive Director Rick Kronish said the billboard is leased for about $6,700 per month and indicated there are plans to add signs, choosing those at key locations in the city.

Advertisements are also being displayed throughout the city atop Boston taxicabs which read, "Build it right . . . Build it union—Boston District Council of Carpenters." Kronish added that PEP contracted with the cab company and is now working toward similar sign displays on city buses.

Initial response has been favorable, according to Kronish. "We've had many calls from city hall, construction users, contractors, building trades men and women, and especially our own members.

PEP is funded by a negotiated 5¢ per work hour employer contribution.

'Building America' On the Road Again

The United Brotherhood's Centennial Exhibit, "Building America," which has toured many cities since its first presentation at the 34th Convention in Chicago in 1981, has been in the shop for repairs in recent weeks.

Last month, it went on the road again. August 25 through Labor Day it will be at the Mellet Mall on West Tuscarawas Street in Canton, Ohio, for a "Labor Fest." Then it will move to Kalispell, Mont., for exhibition in a new shopping mall there.

The big exhibit, which depicts the progress of our crafts since colonial days, is housed between showings in its own tractor trailer. Showings and transportation are arranged with the General Secretary's office in Washington, D.C.

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Quarter Century Mark for UBC Headquarters

Twenty-seven years ago a service station on a prominent corner of Constitution Avenue in northwest Washington, D.C., was razed to make room for the future headquarters of the United Brotherhood of Carpenters and Joiners of America. The property, a stone's throw away from the hallowed halls of Congress, was bounded by Louisiana Avenue on the east and Second Street on the west.

Located just north of the land was a large white office building, and on the quiet tree-lined streets in the surrounding area were brick rowhouses and small mom-and-pop businesses.

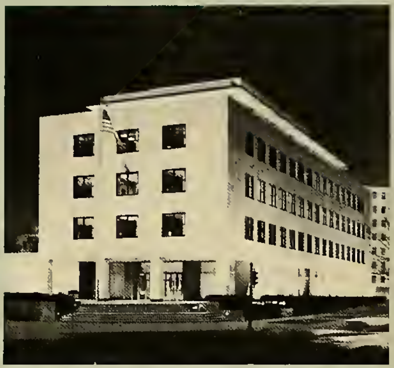
You could see the majestic form of the Washington Monument looming 13 blocks away and feel the powerful presence of the Capitol next door. The broad avenues that characterize Washington, D.C., were bisected by trolley car tracks. The trolley ran right in front of the future UBC headquarters and could take you anywhere in town for a dime.

SITE OF FUTURE
HEADQUARTERS BUILDING
UNITED BROTHERHOOD OF
CARPENTERS & JOINERS
OF AMERICA
HOLABIRD & ROOT — ARCHITECTS - ENGINEERS
CHICAGO • ILLINOIS

The actual construction began in December of 1959 and moved rapidly toward completion in 1961. As the project advanced, many stopped to admire the impressive structure designed by Chicago, Ill., architects Holabird and Root and built by the union labor of the John A. Volpe Co.

Some questioned why the Carpenters' building was being constructed of white Georgia marble instead of wood. D.C. Fire regulations and Constitution Avenue building codes demanded that certain specifications regarding construction materials and the appearance of the building's exterior be met before a building permit was issued.

But the building's interior highlights the beauty and richness of wood. Twenty rooms are trimmed in different species, doors throughout the building are walnut veneer (except when matching the paneling of a particular room), and the stair handrails are African mahogany. The lobby is paneled in English oak; straight grain and solid cherry paneling can be seen in the offices of the General Secretary and the General Treasurer; and the legal department features Appalachian white oak. The General Executive Boardroom and its anterooms are finished in teakwood, and the fourth floor reception area and offices are of pencil-striped American walnut.



Today the building still boasts of neighbors such as the National Archives and the Smithsonian Museum buildings. The large white building to our north houses the National Association of Letter Carriers, and the Frances Perkins Building of the Department of Labor is to the west. We can see the National Gallery of Art from the front steps, and just down the road construction crews have broken ground for the Canadian Embassy.

Many changes have taken place around us, the trolleys have left and Metro's arrived; the design of the Mall has sent several city streets underground; and new Congressional office buildings have been built to handle the ever-increasing staffs of our legislators. But, through it all, the gleaming expanse of white marble that houses our International headquarters has stood proud and strong.

Labor News Roundup

ULLICO expands to offer more fiduciary coverage

In response to the increasing difficulties that many employee benefit trust funds are having in securing fiduciary liability insurance, the Union Labor Life Insurance Co., an independent, labor-owned insurance company, has announced a major expansion of its efforts in the fiduciary liability area.

Fiduciary liability insurance protects benefit plans and their trustees in the case of legal actions, paying both claims against them and the cost of legal defense. In the last year, several carriers have abandoned this market, while others have reduced coverage, raised rates, or cancelled policies.

ULLICO has issued fiduciary liability policies for several years through a subsidiary, the Ulico Casualty Co., but because of the relatively low capitalization of the subsidiary, the company had to secure the participation of other carriers before it could issue policies. This limited the ability of the company to respond to the needs of many benefit plans.

The ULLICO board of directors recently approved the transfer of $20 million in assets to the Ulico Casualty Co. Combined with an earlier transfer of $2.5 million and the subsidiary's prior assets, this will enable Ulico Casualty to issue policies with up to $3 million in coverage without having to secure outside participation.

Government retirement plan lauded by federal unions

Congressional enactment of a new government retirement system was commended by unions representing federal and postal employees.

The bipartisan compromise measure ended an impasse with the Administration that had imposed a double payroll deduction since May 1 on government and postal workers hired after Jan. 1, 1984.

The new retirement system is based on Social Security, a civil service pension program, and on voluntary, tax-deferred investments. Congress had been debating various retirement proposals since 1984, when newly-hired federal and postal employees were placed under Social Security.

Union membership shows continued growth in California

Bucking a national trend, California reports that union membership in the Golden State grew by 3.7% to a total of 2,152,700 in two-year period ended in July 1985.

NLRB ruling upholds graffiti supporting unions

Work-place cases involving the conflict between a worker's right of free expression and an employer's right to maintain decorum and protect himself and his staff from criticism are becoming more common, according to labor law experts. Employees can be fired, and often have been, for angering the boss orally or in writing, according to past National Labor Relations Board rulings, which include work place graffiti cases ranging from angry written tirades to obscene cartoons.

But when these statements or writings become a form of union activity, the worker can be protected on the grounds that discussing whether to form a labor union is a "protected activity" under the National Labor Relations Act—even when that discussion occurs on such a place as a restroom wall.

New George Meany Center catalog out for '86–'87

The George Meany Center for Labor Studies is offering 66 institutes and workshops for the 1986–87 academic year. Thirteen new subjects are offered, focusing on new ideas and techniques to help build a stronger labor movement.

All the programs are open to fulltime officers, representatives, and staff employees of all AFL-CIO affiliates. There is no charge for tuition.

The Meany Center catalog for the coming year offers 15 classes on organizing techniques, 7 classes on negotiating skills, 11 on arbitration methods, 3 on pension administration, 12 on union communications, 3 on education, and 15 on "union building."

Since the Meany Center opened in 1969, 42,200 union leaders have participated in the institutes and workshops. Last year, attendance totaled 3,407. Of those, 1,437 were in programs sponsored by the Center or co-sponsored by their union. Another 1,970 leaders came for conferences or for staff training by their own unions.

The catalog is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, MD 20903. Or call (301) 431-6400.

Please, don't look for jobs in Alaska

Jobseekers, please do not come to Alaska.

That's the message the Alaska Department of Labor is sending out to all quarters. The agency warns jobseekers to "beware of bogus advertisements offering high paying jobs or Alaska job information for sale."

Alaska's unions all report members waiting for openings in both skilled and semi-skilled work. Much construction work is unionized and there is currently a significant downturn in construction and oil industry-related jobs as a result of the collapse in oil prices.

"We urge jobseekers not to go to Alaska unless they have a firm offer of employment to avoid the traumatic disappointments facing many newcomers there now," the agency said. Unemployment averaged 9.5% in 1985, with some communities suffering 23%. Housing is scarce and the cost of living is high.

ILGWU victorious in unfair labor practice settlement

Some 320 Ladies' Garment Workers members formerly employed by Marlene Industries, which now operates as the M.I. Fund, will share a nearly $1.3 million backpay settlement from the company, according to National Labor Relations Board General Counsel Rosemary M. Collyer. Under the settlement, Elmco Corp., a firm owned by the former owners of Marlene Industries, will reopen a closed apparel plant in Loris, S.C., and offer reinstatement to former strikers who worked for Marlene at Loris. The ILGWU filed unfair labor practice charges against Marlene for refusing to reinstate employees after a 1971 strike at a number of Marlene plants.

Who made that masked car anyway?

With U.S.-based manufacturers designing their cars in Europe and building them in the Orient, the "Made-in-the-U.S.A." tag carriers questionable accuracy. Here's one example of a masked car that'll be "Made-in-Who-Knows-Where"—The Desta. Designed in Greece, the Desta is destined for West German production from Ford parts made in Europe. Ford plans to sell it in the U.S. Although the national identity will be masked by international wheeling and dealing, some drivers may at least take comfort from the Ford logo left on the steering wheel.

Two Labor Specials For Public Broadcast

The Public Broadcasting Service (PBS) will celebrate Labor Day 1986 by airing two award-winning documentary specials that examine challenges facing working people at two very different points in their history.

"The Global Assembly Line," a hard-hitting examination of the human toll of current international labor patterns, has been scheduled for national PBS broadcast on Tuesday, September 2, at 10:00 p.m. EDT. *"The Women of Summer,"* which PBS will distribute the following night, Wednesday, September 3, at 10:00 p.m. EDT, is a moving tribute to a little-known summer school for women factory workers in the 1920s and 30s.

Both films received major funding from The National Endowment for the Humanities with additional support from the Labor Institute of Public Affairs (LIPA), on behalf of the unions of the AFL-CIO.

Traveling from Tennessee to Mexico, from Silicon Valley to the Philippines, *"The Global Assembly Line"* takes viewers inside our new global economy. In the parking lots of shut-down plants, American workers picket in anger. Women in industrial zones in Mexico and the Philippines describe high-tech sweatshops and organize for better working conditions. Executives in corporate offices talk frankly about their worldwide search for low-wage labor.

The project was fraught with dangers. Filming in Marcos' Philippines, they obtained access to usually off-limits production zones, where young women are making clock radios, designer jeans, and computer parts for the U.S. market. With equipment hidden in grass-woven bags and disguised as public health nurses, the film crew entered impoverished communities. There, young women talked about being locked into factories several days in a row and staring into microscopes for hours on end, permanent eye damage the inevitable result.

"People knew they were risking their jobs—ands even their lives—to talk to us," says Gray. Today she is proud that the interview subjects will watch the film's Philippine premiere in a Manila theater, where it will become part of the new government's discussion of labor rights and economic development.

"The Women of Summer" introduces us to a fascinating group of women: the alumnae of the Bryn Mawr Summer School for Women Workers. At a 50-year reunion on Bryn Mawr grounds, women share their memories and achievements. They listen to and join in singing with Ronnie Gilbert and Holly Near.

From 1921 to 1938, the summer school, led by pioneering educator Hilda "Jane" Smith—whose vision was later employed by Eleanor Roosevelt to establish worker education programs across the country—brought 1,700 blue collar women to Bryn Mawr.

New Carrier-Rigging Agreement Signed

UBC leaders recently signed a new millwright maintenance agreement covering millwrights employed by members of the Specialized Carriers and Riggers Association. It was the first Brotherhood agreement with a funded trust provision to further the millwright trade, and it was signed at the UBC General Offices in Washington, D.C. Participants shown, seated from left, include UBC First General Vice President Sigurd Lucassen, UBC General President Patrick J. Campbell, SCRA President Gene Brymer, Joe Gaynor of Taft Construction Co., and Bernie Weir of Norris Bros. Standing from left are Assistant to the General President Jim Davis, UBC Second General Vice President John Pruitt, and Tom Kollins of SCRA.

The UBC and the SCRA have been working under a national maintenance agreement for 15 years. The new document, with the funded trust provision, is expected to increase the productivity of contractors using union millwrights.

"The revision should enable signatory contractors to secure more work and provide employment to UBC members," a memorandum of understanding states.

LOUISIANA-PACIFIC BOYCOTT SUPPORT

The UBC's boycott against the Louisiana-Pacific Corporation's products got added support recently when the Oregon AFL-CIO, midway through its convention, held a noontime rally outside L-P headquarters in Portland. Oregon AFL-CIO President Irv Fletcher led the demonstration, right. Participating, at lower right, were UBC Representative Marc Furman, 7th District Board Member Paul Johnson, and other UBC members. (Oregon-Washington Labor Press photos.)

One picket line at a retail outlet got a quick response, below. A retailer's employees removed L-P wood products from a retail dealer's stock after the owner decided, in the face of the boycott, to pull them from his inventory. (Photo by Aaron Johanson.)

L-P UNFAIR TO WORKERS FAMILIES AND COMMUNITIES
UNION BUSTERS LOUISIANA PACIFIC CORP. UNFAIR TO LABOR

Students' Blueprint For Cure Campaign

UBC Gen. Pres. Pat Campbell recently received a $50 check and letters from the president and secretary of the student council of the Corey School in Buena Park, Calif. The council president, wrote:

"Dear General President Patrick J. Campbell:

"Enclosed is a check for $50 to go towards 'Blueprint for Cure.' I and the members of our student council hope this donation of money will act as an inspiration to others. We believe in your program and wanted to help.

"Sincerely,
"Michael Nakonieczny"

In a letter of response to the student council members, expressing his thanks, President Campbell said, "With your help and the help of others, I am sure that we will reach our goal—complete cure, not just treatment."

Other donations to Blueprint for Cure continue to arrive from local unions and individual members. These are among the recent contributors:

Francis Lamph; Salvatore Monarca; Richard J. Stoddard; Burdg, Dunham & Assoc. Construction Corp., 1098, Baton Rouge, La.; 1338, Charlottetown, PEI; 1889, Downers Grove, Il.; Sacramento, Calif., District Council.

Four members of the Corey School student council with a poster promoting "Blueprint for Cure."

Every Voice Counts in Double-Breasted Fight

As a part of the battle to get S. 2181, the anti-double-breasting bill, passed in the Senate, a letter from the UBC legislative department went out to all retiree club members listing the Senate co-sponsors of the bill. Retirees were advised to write to both their U.S. Senators, either to thank them if they had already signed on as a co-sponsor, or to request their support.

Add your voices to the fight against double-breasting.

$3 Million Approved to Retrain Displaced Oregon, Washington Forest Products Workers

The U.S. Labor Department has approved $3 million in Job Training Partnership Act (JTPA) funds for displaced workers in the forest products industries of Oregon and Washington.

The action was taken by the Labor Department following appeals by the United Brotherhood, the Western Council of Lumber, Production, and Industrial Workers, and the International Woodworkers of America. These efforts were bolstered by supporting letters from forest products companies.

The State of Oregon has agreed not to pre-allocate its $2 million grant to existing service delivery areas, as they have done in the past. Instead, the funds will be held at the state level, and an advisory panel with wood-products-union representation will screen retraining proposals for funding.

The funds allocated to the State of Washington will serve 700 workers in the western section of the state who have suffered because of closed mills, and these funds will be administered jointly by the unions and the state, operating out of union halls in the area.

The wood products industry in the two states historically has been one of the top job-providing industries. It is estimated that Oregon alone has more softwood sawtimber than all of the Southern states, including Texas. So does Washington, excluding Texas.

Canadian Origins

Continued from Page 4

positions and recommended old age pensions and unemployment insurance in the early 1900s. Our own international has been fortunate in having esteemed Canadians as leaders, including Harry Lloyd, a millwright by trade, who started out in Local 27, Toronto, and became our 10th General President in 1896. (He was a member of a Boston, Mass., local at the time of his election.) A few years earlier, in 1884, another Local 27 member named Alec Edgar had been elected the 7th General Vice President at the 4th General Convention in Cincinnati, Ohio. In more recent years the International has also benefited from the efforts of Peter Tezick, our former General Treasurer who was born in Rossland, British Columbia, and General Secretary Emeritus Richard Livingston, a native of Falls View, Ontario.

In the years since the first UBC locals were chartered, the International has continued to expand its membership and to grow along with members' needs. Our membership roster includes the northern Ontario bushworkers, millwrights in Quebec, and pile drivers and marine carpenters on both coasts. We've grown as a result of mergers and consolidations as well as technological and industrial advancements.

UBC members have helped to shape the nation's cities, skylines, and coastlines. We've built government buildings, churches, schools, roads, and bridges, the Olympic stadium in Montreal, and we expect to be a part of the work force on the new domed stadium in Toronto. The country's energy centers are Brotherhood-built as well. UBC members have constructed three nuclear generating stations in Ontario and one in New Brunswick, hydroelectric plants in Manitoba and British Columbia, and 800 members are currently working on the Darlington project in Ontario.

The United Brotherhood of Carpenters has been a force in Canada for over a century. Our U.S. and Canadian members have stood by each other through two World Wars, depressions, recessions, strikes, and victories. Although each country has followed its own path politically and culturally, the special bond that joins our members on either side of the border has not weakened, and we look forward to centuries more of this unique bond and friendship. UBC

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Send check or money order for $16.95 and your name and address. We will rush you a Hydrolevel by return mail postpaid. Or—buy three Hydrolevels at dealer price · $11.30 each postpaid. Sell two, get yours free! No C.O.D. Satisfaction guaranteed or money back.

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LOCAL UNION NEWS

Hawaii UBC Repairs Nonunion Work

A recent issue of the *Hawaii Carpenter* tells the story of "an older woman with limited resources" who hired a nonunion contractor to make repairs to her home—and then called the officers of Local 745, Honolulu, for help when things went awry.

With photos documenting what the local found when they went to see what could be done, the article carried a long list of homeowner horrors.

Asked about how much she had paid for such inept—and unsafe—work, the owner replied it was less than the price quoted by union contractors. Now she will pay much more because of the shoddy work that has to be done over, the newsletter pointed out.

The lesson has been learned. Next time, the paper quoted the customer, she'll contact a union contractor. "You get what you pay for," she said.

Carpenter Gives Lift to Disabled Neighbor

When John Rakoski of Avenel, N.J., heard that a 14-year-old boy with spina bifida was coming home in a wheelchair, he wanted to see what he could do to help. The result was a ramp enabling the boy to leave his house. The Avenel Knights of Columbus donated funds for materials, and Jersey City Local 6 member Rakoski worked with students from Project ALIVE (Avenel Learning Institute for Vocational Education) to complete the ramp. Rakowski, 43, is an 18-year member of the UBC.

Bringing To Code

George Ruhoff, left, and Dale Satermo, Local 1091, Bismarck, N.D., are just two of the carpenters who were instrumental in repairing an elderly woman's home.

When the Bismarck Buildings and Trades Council was contacted for assistance in bringing this home up to code, various members of Local 1091, along with other crafts, came to the rescue to prevent a 91-year-old woman's eviction from her home.

Dennis Tetzloff, business agent for the Painters, and Dennis Murphy, business agent for the Sheet Metal Workers, coordinated the project.

Dale E. Jones, business rep. of Local 1091, welcomed the opportunity to work closely with other Building Trades.

Prince Edward Islanders' Pact

Signing the P.E.I. agreement, seated, from left, are Martin Kenny, Local 1338 president; Bordon Boyles, construction association committee; P.E.I. Labor Minister Wayne Cheverie,; Lou Bradley, Local 1338 business representative; and Norman MacLeod, management negotiating committee. Standing are Jim Tobin, UBC international representative, left, and Francis Reid, construction association's labor-relations committee director.

UBC Local 1338, Charlottetown, P.E.I., in the Maritime Province of Canada and the Construction Association of P.E.I. Labor Relations Committee recently signed a two-year contract. The agreement includes two wage rates, enabling the unionized contractors to be more competitive with smaller, non-unionized contractors. The two-tier wage rate was first installed in the previous collective agreement and since that time has increased jobs for unionized carpenters by 15–16% according to Louis Bradley, local business agent.

Fifteen cents of the wage increase will go to the union pension plan and health benefits, two cents will go to the Diabetes Research Institute, and three cents will go to a special fund used to maintain union dues for members unable to pay.

Local 1338 represents about 190 Island carpenters. The Labor Relations Committee represents about 43 employer firms.

Portsmouth MTC Wins Hazard Pay

Hailing a recent decision of the Federal Labor Relations Authority as a major victory for working people, AFL-CIO Metal Trades Department President Paul Burnsky further declared that it may prompt the Navy to be more vigilant against exposing workers to asbestos hazards.

Capping a five-year struggle, the Portsmouth, N.H., Metal Trades Council won millions in hazardous duty back pay retroactive to July 1983. The decision affects 2,600 workers at the Navy yard because of their exposure to environmentally hazardous substances on the job.

The FLRA ruling will benefit members of the Machinists, Iron Workers, Boilermakers, Carpenters, Operating Engineers, Laborers, Sheet Metal Workers, Painters, and Electrical Workers affiliated with the MTC at Portsmouth.

The case dates back to 1981 when a shop steward filed a grievance contending that the shipyard failed to protect employees from the dangers of cancer. The arbitration award was made in July 1983.

Instead of complying with the order, however, the Navy filed an exception and the union appealed to the FLRA.

Besides ordering the differential for workers doing environmentally hazardous work, the FLRA upheld the arbitrator's directive that the Navy improve the way it identifies asbestos-related material. The Navy was ordered to proceed with a plan to substitute other material in the maintenance and overhaul of submarines.

13 Tidewater Affiliates Ratify 3-Year Contract

On June 21 the 13 local affiliates of the Tidewater Federal Employees Metal Trades Council ratified, 3-1, a three-year contract covering more than 8,000 workers with the Naval shipyard at Portsmouth, Va. The agreement replaces a contract that expired in 1979.

Wages, holidays, and certain benefits affecting shipyard employees are not covered by contract negotiations but are set by federal government and civil service regulations, explained Glen Latham, vice chairman of the council.

Unions participating in coordinated bargaining for the Norfolk yard include the Asbestos Workers, Boilermakers, Carpenters, Electrical Workers, Fire Fighters, Iron Workers, Laborers, Machinists, Operating Engineers, Painters, Plumbers and Pipe Fitters, Professional and Technical Engineers, and Sheet Metal Workers.

Connecticut Training Session Completion

Western Connecticut Local 210 members marked the completion in June of a six-session leadership training program held on Saturday mornings. The program was conducted by Professor Morris Fried from the University of Connecticut Labor Education Center, standing above, Business Rep. John Cunningham, and Representative Stephen A. Flynn.

During the six months, classes were held on trade unionism and history, old-time union busters using the film "The Inheritance"; modern-day union busters; and the UBC programs "This is Your International," "You and Your Union," and the "Building Union" construction steward training program.

Attend your local union meetings regularly. Your vote is needed on crucial issues concerning your job and your industry. Be an active member of the United Brotherhood of Carpenters and Joiners of America.

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Take the Vaughan Rig Builder's Hatchet, for example.

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Back-to-Work Order Dictated in Quebec

In the July 1986 issue of the *Carpenter*, Quebec Millwrights Local Union 2182 reported on the breakdown of construction industry negotiations in the Province of Quebec and the beginning of selective strike action to resist concessions.

Upon the initiation of a general strike on June 16, the provincial government moved swiftly to force the unions back to work. Acting under the labor relations equivalent of "martial law," the Minister of Labour issued a back-to-work order with the threat of severe sanctions for noncompliance—including stiff fines and loss of representation rights for five years.

The governmental order additionally dictates mandatory resumption of negotiations; appointment of a mediator by the Labour Ministry, with a report due August 1, 1986; and unilateral imposition of a 1986–1989 contract by governmental decree if the parties fail to reach an accord.

According to Local 2182, this governmental suppression of trade union action smacks of the same police tactics employed in South Africa. "Such is the meaning of 'liberty' for construction workers in Quebec," remarks Business Representative Germain Parenteau.

Retour Au Travail Ordoné Au Quebec

Après l'enquête Cliche qui a été faite sur le dos des travailleurs de la construction pour détruire les syndicats au Québec, voici ce même gouvernement au pouvoir appuyé par l'opposition, qui impose aux travailleurs de la construction sa "loi matraque" (106) ainsi comme Botha a fait en Afrique du Sud.

Pourquoi ce geste gouvernmental?

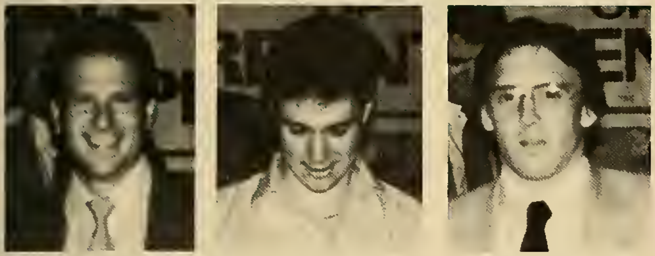
Le Ministre du Travail avait nommé un conciliateur à cause de l'impossibilité de rapprochement entre les parties. Des grèves rotatives ont été faites en province, et ensuite la grève générale déclenchée le 16 Juin 1986. C'était l'épreuve de force légitime pour en arriver à une convention signée et pour améliorer les conditions des travailleurs de la construction.

Pourtant, le 16 Juin le Ministre de Travail nous imposait sa "loi matraque" pour nous forcer à retourner au travail. Refuser de se soumettre a cette ordonnance nous aurait exposé à des sanctions allant jusqu'à ne plus être apte à exécuter le travail de représentant syndical pour une periode de 5 ans, et des amendes très élevées. En plus, les parties sont obligées de négocier; le Ministre de Travail nomme un médiateur, qui doit faire son rapport avant le 1er août 1986; et si aucune entente n'intervient entre les parties, le gouvernement impose un décret jusqu'au 30 Avril 1986.

"C'est celà la liberté des travailleurs de la construction au Quebec," dit le Gérant d'Affaires de Local 2182.

This report has been printed in French in addition to English for our French Canadian readers.

APPRENTICESHIP & TRAINING



From the left, above: Doug Leman of Local 363, Elgin, Ill., first place, carpenter; Joseph Allen of Local 1027, Chicago, first place, mill-cabinet; and Thomas J. Verdone of Local 1693, Chicago, first place, millwright.

CHICAGO AND NORTHEAST ILLINOIS
DISTRICT COUNCIL OF CARPENTERS
APPRENTICE & TRAINEE PROGRAM
CARPENTERS LOCAL UNION 1185
FLOOR AND WALL INSTALLERS

At right: The Illinois State Apprenticeship Contest afforded the state council an opportunity to demonstrate to the public the special skills of floor-and-wall-covering members. An area was set aside for Apprentices Charles Valle and John Miller of Local 1185, Chicago, to lay carpeting and install flooring. In the picture from left are Vallee; Miller; Tony Pongetti, instructor; Dick Ladzinski, council secretary-treasurer and contest coordinator; and Warren Lang, business representative, Local 1185.

19th Illinois State Contest Also Demonstrates Union Floor, Wall Covering Skills

The 19th Annual Illinois State Carpentry Apprenticeship Contest was held recently in Pekin, and seven winners were chosen from six local unions in the state.

A special feature of this year's contest, though not a competitive one, was a demonstration of floor and wall covering skills by apprentices of Local 1185, Chicago.

Contest visitors witnessed this demonstration along with the manipulative test in the Central Illinois District Council Training Facility in Pekin. Awards were presented to the winners and to all the contestants at a banquet at Jumers Castle Lodge in Peoria.

The winners were as follows:

CARPENTRY—First place, Doug Leman, Local 363, Elgin; Second place, Gerald Brown, Local 790, Dixon; and Third place, Steven M. Counter, Local 54, Chicago.

MILL-CABINET—First place, Joseph M. Allen, Local 1027, Chicago.

MILLWRIGHT—First place, Thomas J. Verdone, Local 1693, Chicago; Second place, Barry L. Kaufman, Local 63, Bloomington; and Third place, Jerry W. McGowan, Local 1693, Chicago.

Many Training Programs Adopt Day School Along with PETS Blocks

Traditionally, apprentice classroom training has been a night activity, so as not to conflict with the regular on-the-job training of the work day. Classroom studies were accomplished by apprentices on their own time without remuneration, stipend, or financial support.

This situation is undergoing change in some parts of North America, according to a panel of training leaders at the recent Mid-Year Training Conference in Boston, Mass.

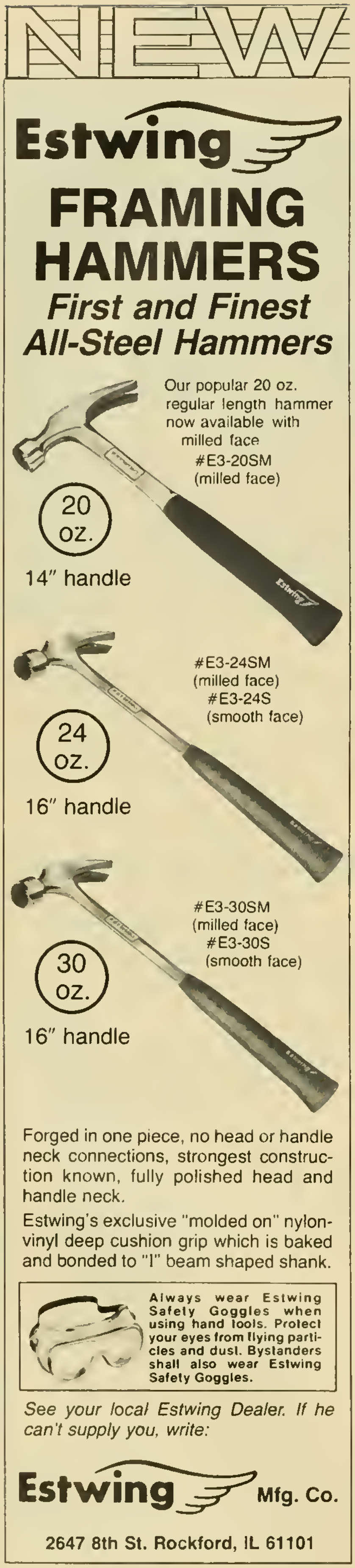
Conference participants were told that, in recent years, many apprenticeship training programs have instituted what is known as "day school." Apprentices attending day school are sometimes paid by their sponsors at a percentage of journeyman scale. Others are given a fixed amount to help defray expenses. Still others are offered no financial support at all.

The conference panelists who discussed this subject—Sam Heil of the Ventura County, Calif., District Council; Roland Smith, Local 106, Des Moines, Iowa; and Keith Ivy of the UBC field staff—described a variety of day school schedules instigated by some training schools.

Some schedule training one day every two weeks; others schedule two consecutive days a month; and others schedule five-day training time blocks. Almost all agree that the best utilization of time is scheduling time blocks of consecutive days.

Since the PETS program came into effect, many programs are adopting day school for the following reasons:

- Night classes are too short for the accomplishment of most PETS tasks in one session.
- With night classes there is considerable training time lost in the start-up and pick-up time required for each separate session.
- Part-time instructors who have worked a full day with their tools and apprentices who have worked a full day with their tools have a fatigue level at evening sessions which diminishes their effectiveness. Where there are several part-time instructors in a large program, all of the instructors may not have had a full or adequate orientation or be consistent in their judging of adequate performance levels.
- Transportation costs for the apprentices and the instructional staff are reduced if the training sessions are eight-hour periods rather than three-hour periods.
- There can be better utilization of training center space with daytime training because the training center can reduce its space requirements and instructor numbers with the longer period of training.
- A very positive factor with daytime training and full-time instructors is that the instructors and the apprentices become better acquainted; the instructors are better able to identify the strengths and weaknesses of the individual apprentices when they have a regular schedule with them and an ongoing relationship.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Detroit JAC Trains Lather Apprentices

Lathers Local 5-L, Dearborn, Mich., had an apprenticeship fund, but no school or program for lathers . . . until this year. In connection with the Detroit Carpentry JAC, a new class of 10 apprentices is now attending school and studying a curriculum specifically for lathers. The Detroit, Mich., JAC has purchased 27 new carousels on lathing from the international union, and will be working with Local 5-L to continue development of the program.

Detroit, Mich., JAC Instructor Ron Conrad, above top, looks on while a student works out a basic geometry problem; future lathers, bottom, listen and watch, prepared to take notes.

PETS Training Adjusts to Industry

Learning blocks in the Performance Evaluation Training System (PETS) are designed to satisfy the needs of area industry and should be adjusted in their usage to satisfy those particular needs.

That's the recommendation of the United Brotherhood's apprenticeship and training department in a recent training conference statement.

"Industry needs vary around the nation, and apprenticeship programs should design their PETS grids to reflect the specific needs for industry in the area it services.

"For example, it may be necessary for apprentices in a program to have some millwork and/or cabinetmaking training so that they can satisfy the need of employers who need workers with those skills. The extent of the millwork training may not need to be the in-depth, full-term, mill-cabinet training program. It may only need to be a basic preparation in mill-cabinet processes. To accomplish the desired result, a section of the PETS material is incorporated into the PETS grid for that program in lieu of some portion of the PETS grid that may not be as important to the employers."

California Apprentices Build Goodwill

"To build and bill not."

That's the beginning of a glowing article in the San Diego, Calif., *Union Tribune* about the United Brotherhood of Carpenters and Joiners of America constructing the 3,800-square-foot addition to the La Jolla, Calif., Children's Museum without charge.

Since mid-February, 100 drywall and lathing apprentices of Local 2600 have been working for the museum, knocking out what the museum's director of development estimates to be $30,000–$40,000 worth of work. And it's not the first project they've taken on at no charge. Apprentices have also finished off interiors for the Bostonia Fire Station, San Diego State University, and various churches under the supervision of Apprentice Coordinator Leo Carlin and Instructors Jerry Bell and Walt Frost.

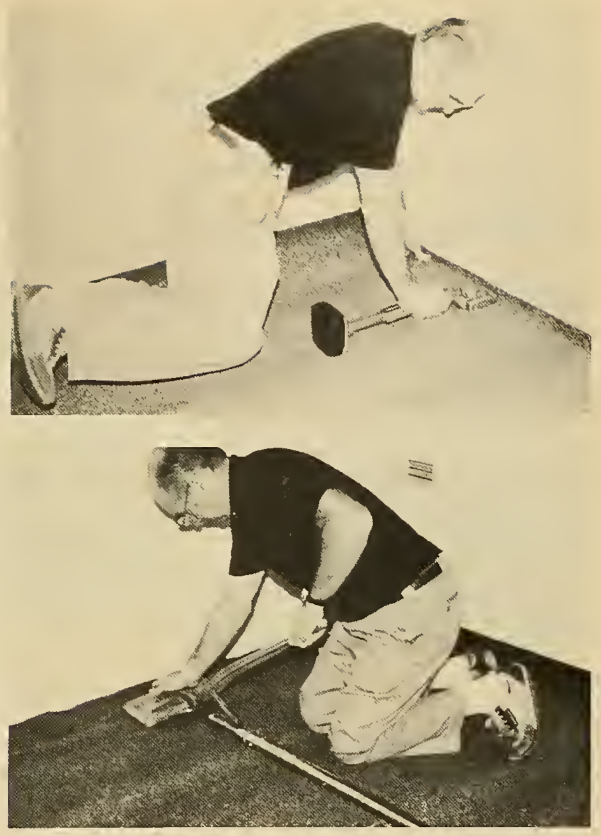
"Our time is spent not only in learning but in doing something useful for the community," David Bigler, a 29-year-old apprentice told the newspaper.

In concert with the union's labor donation, there were donations of lumber, carpet, fire sprinklers, electrical work, glass, and architectural designs from other sources for an estimated total of $180,000.

Harrisburg Grads Complete Training

Six apprentice carpenters recently completed Harrisburg, Pa., Local 287's four-year training program, sponsored by the local and area building contractors. Apprentices completing the program pictured above, seated, from left, are Donald Sokoloski, Timothy Smith, David Berkheimer, and Robin Smith; not pictured are Robert Cleveland and Robert Pae Jr. Standing, from left, are Richard W. Martz Sr., JAC secretary; Frank Mulligan, Bureau of Apprenticeship and Training, U.S. Department of Labor; Dale Gemmill, Keystone Building Contractors Association; and Ed D. Luzik, apprentice training director.

Carpet-Layers Knee



A carpet layer, right, demonstrates the knee kicker. Below right is the power carpet stretcher, a "knee-saving" device.

What do carpet layers, football players, and miners have in common? The answer: a high rate of knee injuries.

A study of workers' compensation claims for knee injuries found that carpet installers accounted for over 6% of all compensation claims for knee injuries, even though carpet installers are less than .0006% of the population. In other words, there were over 100 times as many knee injuries among carpet installers than would be expected. Other occupations with higher than expected claims for knee injuries were: tile setters (53 times higher), floorlayers (46 times higher), drywall installers and lathers (22 times higher), and carpenters (8 times higher). A study in Sweden showed over 1 in 4 floorlayers had knee injuries. Fourteen percent of carpenters did also.

Many of these injuries are, of course, due to the large amount of squatting and kneeling that is part of the carpet or floorlayer's job. While kneeling, all the weight is placed on a very small surface, the knee cap, whereas while standing, weight is distributed over both feet. Some injuries, though, are due to kneeling on small objects, such as tacks or nails under a carpet.

A recent study of members of Floorlayers Local 873 in Cincinnati, Ohio, by NIOSH (National Institute for Occupational Safety and Health) found a high rate of skin infections on the knee among carpet layers (7% had a history of past infections). Skin thickening and rashes were also common.

One important factor in the high rate of knee injuries among carpet layers is their use of a knee kicker. A knee kicker is a metal tool that the carpet layer hits with his or her knee to stretch the carpet. One study measured the force of a worker's knee hitting the knee kicker and found that for hard kicks it can reach as high as 4 times the worker's body weight. Carpet layers may make as many as 140 kicks per hour.

The NIOSH study of Local 873 revealed that carpet layers had over 3 times as much bursitis of the knees when compared with millwrights in Local 1454. They also had over 5 times as many knee taps (to remove fluid), and over 3 times as many skin infections. Almost half (47%) of the carpet layers had at least one knee tap or episode of bursitis, compared with only 11% of the millwrights. Use of the knee kicker was the most important factor in predicting bursitis. Knee taps were more related to years of employment, amount of kneeling, and age.

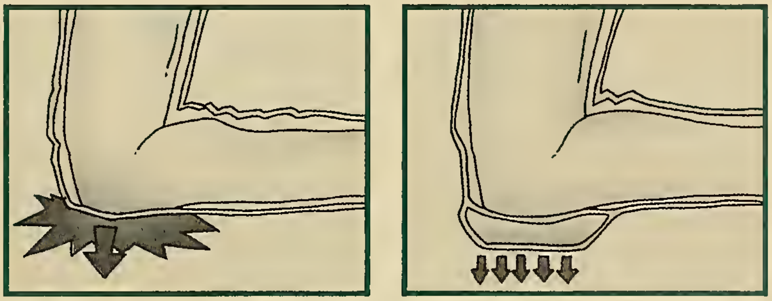
While some states recognize knee injuries as a compensable disease among carpet layers, others do not. Local 1541 in British Columbia has been fighting for years to make knee injuries compensable as an industrial disease for carpet and floor layers.

Should carpet layers just accept these facts and resign themselves to disabling knee injuries? We think not. Researchers and members have suggested ways to prevent, or at least reduce, the risk of knee injuries. First is the use of knee pads. They can reduce the stress of kneeling by distributing the weight over a greater area and cushioning the knee. Research in Sweden on knee pads identified high-resilient foam rubber as the best pad material and recommended they be placed in a knee pocket sewn on the front of the trousers. This avoids the problems of knee pads that strap on which can slip down or cut off blood flow. The pockets must have flaps or open downward to avoid wood shavings, screws, etc., from being swept up into the pockets. The form pad must be at least 20 mm thick (about ¾ inch). It is best to use 2 pads (each 10 mm thick) to increase flexibility. In addition to absorbing the stress, the knee pads also provide some protection against punctures from kneeling on nails or tacks.

Another preventative measure is the use of the power carpet stretcher instead of the knee kicker. While the power stretcher is bulkier to use than the knee kicker, it does a better job and does not require as much kicking. It has the possibility of saving many knees.

One researcher also suggested that workers rotate jobs so they don't have a kicking job more than three days a week.

We don't need to have knee injuries if we can become more aware of the problem, and take some preventative steps to avoid them.



Why do the knees start to hurt? *An unprotected knee resting against a hard surface is not fit for supporting the weight of the body for any extended period of time. The contact surface is very small and therefore the pressure per surface unit becomes very high resulting in injuries to the cartilages of the joint and in pain. The knee pad distributes the weight over a greater area, cushioning the knee.*

Members In The News

Coast Guard Cracker

Tommy Corrigan is what you might call a "safe man." Not the cautious type, but the cracking type. As a part of his work for the U.S. Coast Guard on Governors Island, N.Y., he is often called upon to open safes for which keys and combinations are lost or forgotten.

The retired Local 608, New York, N.Y., member's ability to crack open a safe and then repair it inexpensively and quickly was discovered just a few years ago, and it has turned out to be quite a handy talent. Not only does it save the Coast Guard the time and trouble of hiring an outside specialist and that cost, but it gives Corrigan a great sense of pride and accomplishment—and several letters of appreciation from grateful safe users, according to the *Governors Island Gazette*.

As a newly-arrived journeyman in the U.S. in 1958, Corrigan, who apprenticed in his native Ireland, secured a job with a cabinetmakers local in New York. He worked in the Empire State Building until the owner sold out and all the employees were fired. And in 1961 he became a member of Local 608, New York, N.Y.

Today you'll find him in the Governors Island carpenter shop, but he's not working as a carpenter these days; he's a locksmith. He told the *Gazette* that he began night school in 1976, with the union helping him out. In 1979 he became a locksmith and retired from Local 608—although he remains an honarary member.

Volunteers Rehabilitate Center

"They're just the answer to my prayers." That from Venderee Pickett, director of Peter Pan Nursery, Pompano Beach, Fla., about the Broward County carpenters who voluntarily showed up at 7:30 on a Saturday morning to pound nails and patch holes at the federally-subsidized nursery.

"We just wanted to show the public that the unions aren't always on strike, aren't always asking for a raise, aren't always walking the picket line," Gus Vass, president of Local 3206, Pompano Beach, told the *Miami (Fla.) Herald*.

Seven UBC members, Vass, Rod McCall, Nicholas Frazier, Herbert Scott, Andrew Casilli, Walther Seidel, and Owen Tabais, spent the morning replacing locks, patching windows, and repairing playground equipment.

Peter Pan, which provides care to 70 Pompano Beach children, is one of several federally-subsidized day-care centers in Broward County run by the Early Childhood Development Association. The union plans to clean up other centers run by the nonprofit association.

"Hopefully, we can do one a week or something like that," said Casilli, co-chairman of the union's volunteer committee.

Blue Ribbon Carver

Retired carpenter Jay Crawford is convinced that anyone can turn out a woodcarving worthy of display on the mantelpiece. Or so he told *The Building Tradesman*, Detroit, Mich. Crawford, a 39-year member of Local 998, Royal Oak, Mich., was among 75 exhibitors showing creations recently at the 6th annual Woodcarving Show in Madison Heights, Wisc.

"We've some of the best woodcarvers in the country in the Detroit area," said Crawford, who boasts a blue ribbon after only six years of woodcarving.

The Metro Carvers of Michigan, a 200-member club, provides a forum for members like Crawford to share ideas and techniques.

Crawford prefers carving animals. A whittler in his youth, he made his first duck decoy 40 years ago. This year he took charge of a Decoys of Yesteryears exhibit, displaying various artists' decoys and antique tools used to sculpt them.

Ironman Carpenter

Hatfield's "tri-suit" allows him to go from the swimming event into the biking event into the running event without changing. This picture was taken just after Hatfield had competed in a triathlon, coming in first in his age group.

He's a superb gourmet cook; a surfing competitor; has won awards for his needlepoint; he's an expert in plants and gardening; well-versed in sky-diving, scuba diving, karate, rock climbing, and marathon running—his newest focus is the triathlon. And like everything else he does, Jim Hatfield's gone in for it in a big way.

A member of Local 1280, Mountain View, Calif., Hatfield, 40, has pursued carpentry for 17 years, and triathlons for five. He's won and placed in his age group in a number of triathlons, competing in such events as the Ultimate Endurance Triathlon—a 3.6-mile swim, 153-mile bike ride, and a 31-mile run; the Triathlon World Championships (Ironman) in Hawaii; and the Canadian International Ultra Triathlon in Penticton, B.C.

Hatfield, 6'1", 185 lbs., told the *San Jose (Calif.) Mercury News* that, while he considers himself an above-average athlete, it's his mental approach—which includes transcendental meditation and visualization techniques—that gives him a competitive edge. Hatfield has been pictured in *Runner's World* magazine and sought out to write an article for *California Bicyclist* magazine.

Says a friend: "It's difficult for me to believe that anyone can work so hard all day and still have enough energy and drive to train and compete like Jim does. All in all, I can't think of a better advertisement for the carpentry profession."

CONSUMER CLIPBOARD

Getting Info on Fast Food

By GOODY L. SOLOMON
Press Associates, Inc.

Nearly everyone—from consumer advocate to company executive—agrees that consumers have the right to know what's in the food they buy in fast food restaurants.

There's less agreement on how to present the facts. Is it enough simply to answer the questions of consumers who call or write company offices? If informative booklets are available at the point of sale, should patrons have to ask for copies? Should ingredients be listed on wrappers of fast food items?

A public debate is beginning to boil and it affects more than 40 million individuals a day—one-fifth of the U.S. population—who eat in fast food establishments. In a year, Americans spend almost $50 billion in these eateries.

At present, when fast food patrons make purchases, they "participate in one of the greatest con-games around," said Rep. Stephen J. Solarz (D-N.Y.) for they are taking a chance on the content of the foods.

"Millions of Americans with allergies, high blood pressure, and other health problems, suffer serious risks," he stressed, when they don't know the ingredients of foods.

Solarz has introduced a bill, which like one sponsored in the Senate by John Chafee (R-R.I.) orders federal agencies to enforce the existing statute that requires ingredient labeling of foods. Chafee and Solarz have written their bills on the premise that the law requiring ingredient labeling of products sold in grocery stores applies as well to packaged items in quick serve restaurants.

While the legislation has strong support from consumer and public health advocates, the National Restaurant Association calls it "impractical and unworkable," to quote a letter sent to senators last May.

As an illustration, NRA spokesperson Jeffrey Prince pointed to the cups used for iced tea, orange juice, and other beverages. A typical chain serves 16 beverages and uses one standard-sized cup for all, he explained. If ingredient labeling were required, the chain would need 16 different cups.

"The server would have to know where they are and how to grab the right one. You have added time and expense to the procedure and no longer have a fast food restaurant," he said.

Underscoring NRA's position, Wendy's vice president for communications, Denny Lynch, said a Wendy's burger can be served with 1,024 combinations of condiments and trimmings. "To put that information on the wrapper, the wrapper would have to say 'This sandwich includes one or more of the following' and list (the possibilities). That would confuse the consumer," he said.

NRA's Prince emphasized that the chains are now doing what's right and what their customers want. Not only can customers get answers to questions by calling or writing corporate headquarters, he said, but also a few of the larger chains are starting to publish booklets that contain both ingredient and nutrient facts. The booklets are being made available in the restaurants to patrons who ask for copies.

McDonald's, for example, began distributing booklets in its New York State restaurants in a one-year pilot program last July. Burger King and Kentucky Fried Chicken were to have their booklets available nationwide, starting in July and August respectively.

Burger King favors the legislation proposed by Chafee and Solarz, says assistant public relations manager Jo Hutchinson. "We feel that our guide will be an acceptable substitute for labeling each package. It would serve the same purpose and be even more helpful," she said, explaining that fast food customers see packages after they buy their food, but the booklet informs beforehand.

Active supporters of the legislation include the American Heart Association, American Cancer Society, American College of Allergists, Consumer Federation of America, National Heart Savers Association, and two consumer advocacy groups: Public Voice for Food and Health Policy and the Center for Science in the Public Interest.

The advocates allege that consumers who write letters often don't get the facts they are seeking. The advocates view the new booklets in fast food chains as a good beginning but far from sufficient because they aren't in all fast food outlets and they aren't set out where customers can take copies without asking. A uniform method such as listing ingredients on food wrappers is preferred by this school.

More forthright disclosure of ingredients, believes CSPI executive director Michael Jacobson, encourages the chains "to compete on the basis on nutritious alternatives instead of gimmicks."

It is no coincidence, he believes, that McDonald's and Burger King announced their consumer booklets at the same time that they said they were ceasing to fry chicken and fish items in a blend of beef fat and vegetable oil. They are using all vegetable oil instead. Potatoes, however, are still fried in the blend of beef and vegetable fats.

UBC VISA Information

In the past few months *Carpenter* magazine has run information on the UBC VISA card promotion being administered by Working Assets of San Francisco, Calif. Several interested members have called international headquarters with various questions regarding the card, credit requirements, and eligibility standards. The applications are being handled directly by Working Assets. Therefore, those of you with questions need to call the staff at Working Assets directly.

They will accept your collect calls to (415) 788-0777 between 8:30 am to 6 pm, San Francisco time.

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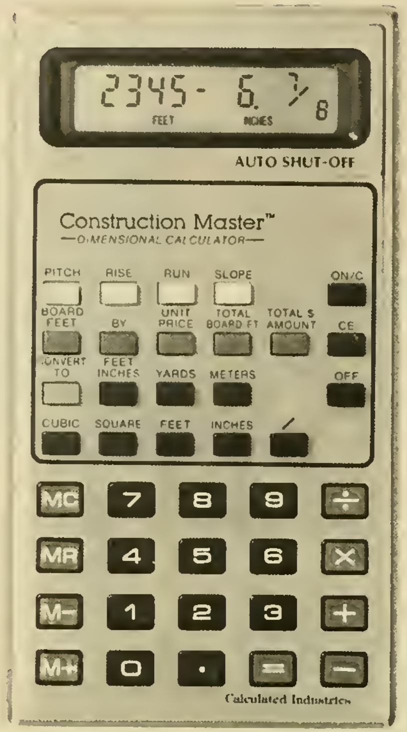

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Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

UBC Senior Ranks Have Many Members

The United Brotherhood had 107,434 members over age 64 at last count. That's about one out of every six members. Among the group were 26 carpenter centenarians (over age 100), including a 104-year old. We also boast 300 members from age 95 to 99 and 1,524 members between the ages of 90 and 94.

Clubs May Assist Military Mail Call

There are two million men and women in the United States Armed Forces, and they're stationed all around the world. For a number of years now, a group of concerned, thoughtful Americans has shown that these dedicated military members are not forgotten—especially at Christmas—through Military Mail Call.

Directed by G. L. Spencer, a former member of the Railway Clerks, Mail Call sorted mail from across the country into 650 bundles and sent them to destinations all over the globe last Christmas. On the receiving end of these bundles were members on isolation tours, hospital patients, and soldiers lonesome for some words from home.

Mail Call is an exciting project for all kinds of groups to get involved in—including retirees clubs. For more information on how you can have a part in this unique, patriotic program, please send a stamped, self-addressed, business-size envelope to: MILITARY MAIL CALL, Box 14397, Norfolk, VA 23518.

Military personnel around the world enjoy cards and letters from the folks back home.

Philadelphia Retirees Enjoy Local Union Banquet

UBC retirees in the vicinity of Philadelphia, Pa., including members of Retirees Club No. 19, recently shared a banquet with Brotherhood officers and members of their sponsor, Local 1050, and representatives of other UBC local unions.

In the picture at right, Carmen DiDonato, right, joins in a presentation with Domenick Paone Jr., and Mario Casadonti.

Senior members of the United Brotherhood and their wives are shown in the group photograph, below, from left, front row, Mr. and Mrs. Dom Fiorentino, Mr. and Mrs. Rocco Giardinelli, Tony Spadaro, Mr. and Mrs. Carmen DiDonato, and Mr. and Mrs. Dom Paone. In the back row are Local 1050 President Joe DeBellis and Mr. and Mrs. Anthony Lalli.

SENIORSHIELD Explained

Many calls and letters have come into the General Offices regarding the SENIORSHIELD health-insurance promotion run in the July issue of *Carpenter*. A number of retirees were seeking more information on the benefits available, but some were confused and concerned about the need for such a program.

The SENIORSHIELD program is **supplemental** insurance. It will pick up some medical costs not covered by Medicaid and deductibles as well. It has no effect on your Medicaid eligibility, and **you have no obligation to subscribe to the plan.**

Its coverage, however, is invaluable protection against a serious illness or accident. Without additional coverage, medical bills can possibly deplete a retired couple's lifetime savings.

Any questions you have about the SENIORSHIELD program or its coverage should be directed to the plan's administrators' toll free number: (800) 368-5724.

Clubs Participate In Many Projects

We have tabulated the results from a recent survey of UBC retiree clubs. Out of the 54 clubs existing at the time, 34 clubs responded, representing 2,266 members, of which 802 are spouses of members. Monthly meetings are held by all but one of the clubs, and 24 of the clubs responding meet in union halls. Meeting days chosen were varied: Sunday, 1 club; Monday, 6 clubs; Tuesday, 1 club; Wednesday, 11 clubs; Thursday, 7 clubs; and Saturday, 4 clubs.

Standing committees are as follows: 26 Membership; 21 Legislative; 26 Entertainment; 26 Sick; 3 Travel; 1 Finance; 1 Telephone; 1 Hobbies; and 1 Refreshments.

During the past two years, 18 clubs have visited city or town officers; 21 clubs have visited state legislators; 17 clubs have visited Congressmen; and 13 clubs have visited a U.S. Senator.

For information on organizing a retiree club in your area, write General Secretary John S. Rogers, UBCJA, 101 Constitution Ave., N.W., Washington, D.C. 20001.

PLANE GOSSIP

SEND YOUR FAVORITES TO:
PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

NOTHING WORKS

A father was reprimanding his son and a few other loafing teenagers. "You boys should think more about W-O-R-K," he told them, spelling out the word.

"Hey, man," asked one of the loafers, "is that an AM or FM station?"

—Herm Albright

BUY UNION * SAVE JOBS

THAT'S OBVIOUS

The new minister's car broke down just after the morning service, so on Monday he drove it to the local garage for repairs.

"I hope you'll go a little easy on the price," he told the mechanic. "After all, I'm just a poor preacher."

"I know," came the answer. "I've heard you."

—Nancy's Nonsense

GOTTA THE MESSAGE?

A tourist in Italy, visiting the waterfront, saw what he thought was a German submarine moored at a pier. He said to an Italian fishing from the pier: "Is that a U-boat out there?"

To which the fisherman replied: "No, thatsa notta my boat, I don't gotta boat. I just fish offa da pier."

—Catering Industry Employee

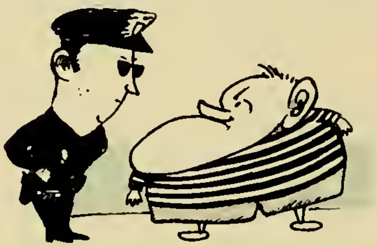
USE UNION SERVICES

MISTAKEN IDENTITY

A woman rushed out of the gathering crowd to lean over the victim of a bad traffic accident. She was shoved aside roughly by a man who yelled, "Get out of my way, I'll handle this—I've had a course in first aid."

The woman stepped aside for a few seconds as she watched the man work clumsily with the accident victim. Then she tapped him on the shoulder and said, "When you get to the part about calling a doctor, I'm already here."

—The Rubber Neck
URW Local 26



IDENTITY CRISIS

Kindly Policeman: "Why don't you tell us your name, little boy, so we can tell your family."

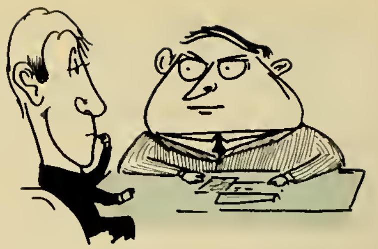
Little Lost Boy: "My family knows my name."

—Nancy's Nonsense

THIS MONTH'S LIMERICK

A crazy young lady named Ruth
Got a garter strap stuck in her
tooth
She tied down one end
Then ran out to the bend
And snapped herself clear to
Duluth!

—Lorna Mattern
Columbia, Md.



EYE CUE TEST

A farmer asked a banker for a loan. The banker said, "We'll see. I have a glass eye. If you can tell which eye, you get the money." The farmer pondered, then said, "The right eye." The banker said, "Remarkable! You're the first one who's been correct. How'd you know?" The farmer said, "It's the most sympathetic."

—B. F. Barrow
Local 14
San Antonio, Tex.

ATTEND LOCAL MEETINGS

HOW ABOUT YOURS?

Golfer: Caddy, how would you have played that shot?

Caddy: Under an assumed name!

—Boys' Life

IMPORTS HURT * BUY UNION

PURE OF MIND

Did you hear about the street cleaner who got fired because he couldn't keep his mind in the gutter.

—The Rubber Neck
URW Local 26

DON'T BUY L-P

DRIVER'S ERROR

Late one night a man called the police to report that his steering wheel, brake pedal, and accelerator had been stolen from his car.

"We'll send someone right over to investigate," the desk sergeant promised.

But no sooner had he hung up than the phone rang again. It was the same man. "Don't bother coming," the man said as soberly as he could, "I got into the back seat by mistake."

—The Rubber Neck
URW Local 26

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

SAN LUIS OBISPO, CALIF.

Local 1632 members recently gathered for a pin presentation ceremony where service pins were awarded.

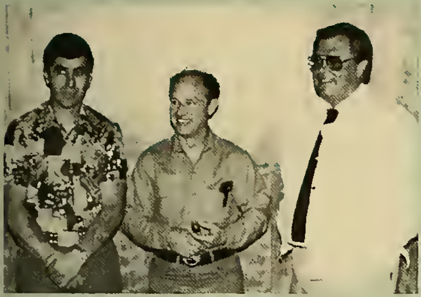
Picture No. 1 shows 20-year members, from left: Larry D. Hunt, Stanley W. Engle, and Dennis T. Larson.

Picture No. 2 shows 25-year members, from left: Donald K. Landis, Norman W. Blackburn, and Harold St. Clair.

Picture No. 3 shows 30-year members, from left: Gale Bracken, Anthony J. Caruso, Earl E. Sands, and U.C. Gossage.

Picture No. 4 shows 35-year members from left: Alfred S. Brazil, Raymund H. Lathrom, Melvin Walker, Joe N. Coelho, and Ray Bradshaw.

Picture No. 5 shows 45-year members, from left: Clarence L. Mallory, recording secretary and business representative, presenting the pins to Thurman McDaniel and Joseph H. Laferty.


San Luis, Obispo, Calif.—Picture No. 1

San Luis Obispo, Calif.—Picture No. 2

San Luis Obispo, Calif.—Picture No. 5

San Luis Obispo, Calif.—Picture No. 3

San Luis Obispo, Calif—Picture No. 4

OCONOMOWAC, WISC.

At their annual dinner dance, Local 1314 members with 30 or more years of service were honored. A special presentation of a 70-year pin was conducted for Olaf Thommesen, who has been a member of the Brotherhood for 73 years.

Pictured, seated, front row, from left: Carl Gnewuch, 30 years; Olaf Thommesen, 70 years; Francis Heimerl, 35 years; Lester Turke, 30 years; and Edmund Watterson, 30 years.

Back row, from left: Walter Griep, 30 years; Stanley Propp, 35 years; Werner Franz, 30 years; Harry Lesak, 35 years; Edwin Johnson, 40 years; Harold Smith, 35 years; Harvey Eckert, 35 years; and Horace Becherer, 35 years.

Members receiving pins but not pictured: **30-year member** Carl Landgraf; **35-year members** Le Roy Ingraham, Stanley Orlikowski, Richard Rodenkirch, James Skowlund, Albert Stoltenburg, and Charles Tucker; and **40-year members** Fred Bankert, Frank Hackbarth, Paul Schroder Jr., and Jerome Schultz.

Oconomowac, Wisc.

Tampa, Fla.—Picture No. 1

Tampa, Fla.—Picture No. 2

Tampa, Fla.—Picture No. 3

Tampa, Fla.—Picture No. 4

Tampa, Fla.—Picture No. 5

TAMPA, FLA.

Members reaching 25 to 50 years of service to the Brotherhood during the last two years were recently honored at Local 696's biennial pin presentation, including 101-year-old L. M. Gray for 50 years of service.

Picture No. 1 shows 25-year members, from left: Robert Bowmer, International Representative T. L. Carlton, Jose Cifuentes, William Hart, Eugene Pierce, Irvan Williams, Mike Rittenberry, Business Representative Carmen Cannella, and President Robert Rainbolt.

Picture No. 2 shows 30-year members, from left: Olav Aursland, Dalio Betancourt, Carmen Cannella, Jack Hossman, Benny Jordan, Gerard Rug, Gerald Sultenfuss, and Gus Teixeira.

Picture No. 3 shows 35-year members, seated, from left: William Austin, Dominic Ficarrotta, Nelson Ligori Sr., Dosson March, Ted Martin, Ed McCann, and Guy Smith.

Back row, from left: B.R. Carlton, Craig Winters, Howard Williams, Ken Waters, Albert Smith, Charles Crowley, B.R. Cannella, Al Medlin, and President Rainbolt.

Picture No. 4 shows 40-year members, seated, front row, from left: Domingo Amador, Pete Cicarello, Wiley Goddard, Manuel Gonzalez, Roy Hernandez, and Hector White.

Back row, from left: Financial Secretary Brian Blair, President Rainbolt, B.R. Carlton, B.R. Cannella, and Treasurer James Cook.

Picture No. 5 shows 45-year members, seated, from left: J. W. Almon, John Anderson, Pete Dossey, Denver Fowler, Henry Hope, C. W. "Red" Jordan, and George Reynolds.

Back row shows union officers.

Picture No. 6

Picture No. 6 shows 50-year members Alfred Walker.

Honored, but not pictured, were: **25-year members** William Carey, Edgar Haynes, Truman Keene, Leo Sapp, Peter Spoto, and Kenneth Williams; **30-year members** Jack Avis, Fletcher Butler, Joe Campana, William Davis, Willis Fender, Clyde Inman, Taylor Mayfield, Everett Raymond, and Earl Stemmelin; **35-year members** Richard Brundage, Vic Caputo, Ernest Connally, Ronald Elkins, Vince Falzerano, Cecil Geiger, John Gomez, Chester Gregory, Julian Hadnott, Peter Labruzzo, Sam Massey, George Morrison, Don Pendino, L. C. Phillips, Velmer Powell, Philip Provenzano, Nate Silas, and John Spivey; **40-year members** Paul Howard, Earl Johnson, and John Moody; **45-year members** Edward Eckstein, Dan Gonzalez, L. L. Harris, Tom Manaco, Edward Nistal, and George Reynolds; and **50-year member** L. M. Gray.

Indianapolis, Ind.—Picture No. 1

Indianapolis, Ind.—Picture No. 2

INDIANAPOLIS, IND.

At Local 1003's recent dinner dance, members of 20, 35, and 40 years of service received pins.

Picture No. 1 shows 40-year members, from left: Bill Wilson, Frank Baker, and Wayne Combs.

Picture No. 2 shows 35-year members, from left: Pete Lawson, Bill Briston, and Al Sherry.

Picture No. 3 shows 20-year members, from left: Jack Reed and Lewis Stuard.

Indianapolis, Ind.—Picture No. 3

CASPER, WYO.

Thirty-three members were eligible to receive pins for 20 to 50 years of service at Local 1564's recent banquet and pin presentation.

Picture No. 1 shows 20-year members, from left: William A. Smith, Eugene Kolb, and Everett Bledsoe.

Picture No. 2 shows 25-year members, from left: Preston Justice, Donald O'Dell, and Robert Chaffin.

Picture No. 3 shows 30-year members, from left: Arthur "Joe" Allison and Roy Mack.

Picture No. 4 shows 35-year members, from left: George South and E. J. Lucero.

Picture No. 5 shows 40-year members, from left: Ralph Mathisen and John Neifert.

Not pictured is **50-year member** Holger Johnson.

Casper, Wyo.—Picture No. 1

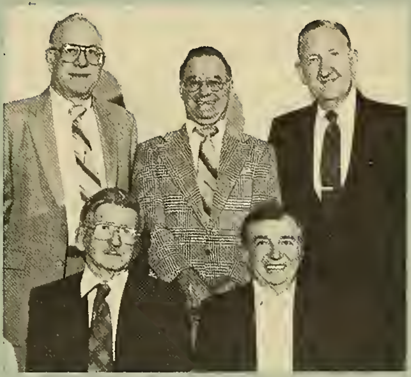
Casper, Wyo.—Picture No. 2

Casper, Wyo.—Picture No. 3

Casper, Wyo.—Picture No. 4

Casper, Wyo.—Picture No. 5

Merrillville, Ind.—Picture No. 1


Merrillville, Ind.—Picture No. 3

Merrillville, Ind.—Picture No. 5

Merrillville, Ind.—Picture No. 2

Merrillville, Ind.—Picture No. 4

MERRILLVILLE, IND.

Local 1005 recently celebrated its 14th annual pin banquet, where service pins were awarded to longstanding members. A group of 360 was on hand for the occasion, which included the presentation of the Contractor of the Year Award to the J.M. Foster Corp. and the Patron of the Year Award to the Holiday Star Theater.

Picture No. 1 shows 25-year members, front row, from left: Peter Znika and John Blink.

Back row, from left: Charles Glassford and Howard Johnson Jr.

Picture No. 2 shows 30-year members, front row, from left: Gaylord Dewees, Bob Green, Bernard Betz, Dewey Ready, and Fred I. Reynolds.

Back row, from left: George Hendershot, John Thurman, George Nannenga, Clyde Fauser, Harry Spurgeon, and Fidel Villalobos.

Picture No. 3 shows 35-year members, front row, from left: Tage Borge and Bartul Letica.

Back row, from left: Walter Mahns, James Cooley Jr., and Walter Catlow.

Picture No. 4 shows 40-year members, front row, from left: Albert Armstrong, Sam Loiacano, Berbard Michiels, Harold Masa, Billy Frost, Lester Cornett, and Ivan Wynkoop.

Back row, from left: Robert Tucker, Leonard Taylor, John Taylor, James Williams, Fred Roberts, John Lowe, and Stephen Czaika.

Picture No. 5 shows 45-year members, from left: Ben Penny and John Forrest.

Western Conn.—Picture No. 1

Western Conn.—Picture No. 5

Western Conn.—Picture No. 2

Western Conn.—Picture No. 6

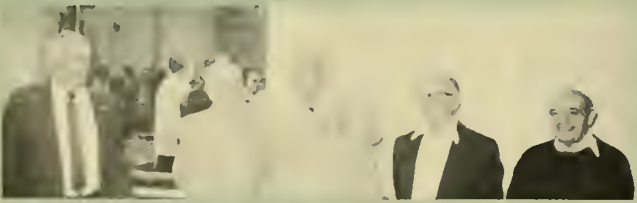
Western Conn.—Picture No. 3

Western Conn.—Picture No. 7

Western Conn.—Picture No. 4

Western Conn.—Picture No. 8

Western Conn.—Picture No. 9


Western Conn.—Picture No. 11

Western Conn.—Picture No. 10

WESTERN CONNECTICUT

Across the state members of Local 210 have been receiving service pins for longstanding service to the Brotherhood.

Picture No. 1 shows, from the Bridgeport area, 25-year members, front row, from left: Thomas Ambrose, Joseph Camarra, Louis Zsampar, Alan DelFavero, and John Skopp.

Back row, from left: Larry Quintiliano, Ronald Beloin, Donald LaReau, and Leslie Hatstat.

Picture No. 2 shows, from left: 25-year members Robert Kellerman, Richard LeBrecque, John Skopp; and 30-year member Richard Baldovin.

Picture No. 3 shows 30-year members, from the Torrington area, from left: John Kropinski, Dave Rinaldi, John Mackiewicz, Jerry Benjamin, and John Hanachak.

Picture No. 4 shows, from the Bridgeport area, 30-year members, front row, from left: Vincent Montanaro, Charles Mercurio, and Thomas Coba.

Back row, from left: Steve Gluse and Edward Duffy.

Picture No. 5 shows, from the Danbury area, from left: Thomas Poster, 30 years; Cliff Thorpe, 35 years; Andre Bouchard, 20 years; John Crocker, 25 years; and Business Agent Cliff Cole, 35 years.

Picture No. 6 shows, from the Bridgeport area, 35-year members, front row, from left: William Jupin, Peter Scinto, Dominick D'Amato, and Carl Fagerholm Jr.

Back row, from left: Michael Ksizak, John Higgs, Ivan O'Brien, and Business Agent Robert P. Mooney.

Picture No. 7 shows, from the Bridgeport area, 40-year members, from left: William C. Stone, Joseph Tatroe, Joseph Belus, and Thomas Newman.

Picture No. 8 shows 40-year members, Stamford area, from left: John Ericson and Del Barden.

Picture No. 9 shows 45-year members, Bridgeport area, from left: John Kowats and Charles Sadowsky.

Picture No. 10 shows members from the Torrington area, from left: Joseph Fritch, 60 years; and Ralph Hinkley, 40 years.

Picture No. 11 shows, from the Greenwich area, from left: Business Agent Lou Imbrogno, 69-year member Carl Swensen, 60-year member Joe Pankowski, 60-year member John Delia; and 50-year member Joe Bova.

IN MEMORIAM

The following list of 606 deceased members and spouses represents a total of $1,102,416.29 death claims paid in June 1986; (s) following name indicates spouse of members

Local Union, City

1 **Chicago, IL**—Joseph Edward Toombs, Joseph Edward Toombs.
3 **Wheeling, WV**—Andrew Adam Zonkoski
6 **Hudson County, NJ**—Anthony Andronaco, Edward Lipka.
7 **Minneapolis, MN**—Arne M. Lundemo, Ernest A. Anderson, Ralph Lyberg.
8 **Philadelphia, PA**—Wilfred J. Bell.
10 **Chicago, IL**—William F. Igaly.
12 **Syracuse, NY**—John D. Hansen.
13 **Chicago, IL**—Fred M. Jenner, Warren H. Ewing.
16 **Springfield, IL**—Carl L. Peter.
18 **Hamilton, Ontario, Canada**—Margaret Ivory (s).
22 **San Francisco, CA**—Brian Kiernan, Carroll K. Price, George A. Griffith, George J. Etzel, Jewell D. Williams, Louise Marian Husak (s), Roy R. Cardellini, Walter E. Pallas.
23 **Williamsport, PA**—Mark Harris.
24 **Central, CT**—Joseph Wolfer, Jr., William H. Millsback.
25 **Los Angeles, CA**—Ernest Price Lawson, Kenneth W. Leiden.
30 **New London, CT**—Elizabeth Lyons (s), Russell T. Fields.
31 **Trenton, NJ**—Elijah Brewster.
33 **Boston, MA**—Walter P. Lucas.
34 **Oakland, CA**—Frank Clark.
35 **San Rafael, CA**—John T. McDonough.
36 **Oakland, CA**—Arthur Maisonneuve, James A. West, LLoyd H. Bollinger, Robert Miller, William Truchan.
38 **St. Cathennes Ont., CAN**—William Lowry.
40 **Boston, MA**—Oscar Felix.
42 **San Francisco, CA**—Rosendo Camacho.
44 **Champaign Urba, IL**—Andrew L. Oaks.
47 **St. Louis, MO**—Richard D. Rucker.
48 **Fitchburg, MA**—John Canu;
49 **Lowell, MA**—Erik Mauritz Nordin.
50 **Knoxville, TN**—Arthur Walter Robinson, Howard B. Drake, Robert Moyers.
51 **Boston, MA**—Anita M. Petecki (s).
53 **White Plains, NY**—Frederick Shaw, Nels Danielson.
54 **Chicago, IL**—Max Noehring.
55 **Denver, CO**—Roy Krusemark.
58 **Chicago, IL**—Arnie E. Leino, Charles F. Adler, John J. Locus, Theodore Horott.
61 **Kansas City, MO**—Homer C. Suddarth, John E. Pennell, John H. Kimberling.
62 **Chicago, IL**—John Anton Hedstrom, Otto Dejong.
64 **Louisville, KY**—Delzie H. Slone, Eugene Evans, Maurice D. Young, Othar T. Taylor.
66 **Olean, NY**—Chester Davison.
67 **Boston, MA**—Edward P. Mulcahy, Thomas Curran.
69 **Canton, OH**—Anne L. Gancarski (s), Kathryn A. Gasper (s).
73 **St. Louis, MO**—Julia F. Kinder (s).
74 **Chattanooga, TN**—George S. Ketner, Sr., Ray Wall.
76 **Hazelton, PA**—Donald L. Bitting.
80 **Chicago, IL**—Asbjorn Hansen, Charles Errol Dewitt, George Spencer.
83 **Halifax N S, CAN**—Margaret Marshall (s).
85 **Rochester, NY**—Colin M. Bailey, Henry N. Gaebel.
87 **St. Paul, MN**—Carl Rime, Cora A. Carlson (s), Esther Anderson (s), Vincent E. Rosdahl.
90 **Evansville, IN**—Clarence J. Klueg.
94 **Providence, RI**—Gordon Cameron Wellwood, Herbert E. Hetherington, Joseph Almeida.
98 **Spokane, WA**—Clyde W. Apple, Norvil Holm, Russell J. Adams.
101 **Baltimore, MD**—Arthur Peak, Edward E. Engel, Sr., Jan Vandergucht.
102 **Oakland, CA**—Neil Eugene Rickard.
103 **Birmingham, AL**—Minnie Odie Friday (s.)
105 **Cleveland, OH**—Benny Augusta Soderstrom, Henry W. Wills.
106 **Des Moines, IA**—Claredelle S. Zimmerman (s), Jelene Steenhoek Brown (s), Serafino Ceretti.
108 **Springfield, MA**—Sergio Pelloso.
109 **Sheffield, AL**—William I. Whitlock.
110 **St. Joseph, MO**—David E.Wyckoff.
112 **Butte Montana**—John E. Mainard.
114 **East Detroit, MI**—Helen M. Chaffin (s), Walter J. Cwikla.
118 **Detroit, MI**—Albert Berneker, Jr., Bessie Holcombe (s), Burton Clouse, Don Chafin Adams, James L. Vida, John A. Loviska, John L. Mcadoo, Karl J.Hojberg, Lawrence Hightower, Louis Czepirski, Reynold Blomquist, Robert C. Miles, Stanley J. Graham, William E. Leon, William Leckner.
122 **Philadelphia, PA**—James Tarducci, Sarah A. Wendler (s), Victoria Handwerk (s).
124 **Passaic, NJ**—Edwin Grosser.
128 **St. Albans WV**—Margaret G. Edmonds (s).
131 **Seattle, WA**—Carl A. Swenson, Ingebrigt Arnfin Apold, Louis C. Honeyman, Merle Craddock, Walter E. Nichols, William F. Gath.
132 **Washington, DC**—Alvie R. Hale, James E. Rishel, Kelscen McGill.
135 **New York, NY**—Alfred A. Piselli.
144 **Macon, GA**—Henry J. Gentry.
165 **Pittsburg, PA**—Andrew P. Danovsky.
166 **Rock Island, IL**—Frank E. Jones.
168 **Kansas City, KS**—Clarence E. Jones.
169 **East St. Louis, IL**—Joseph L. Marlin, Roland P. Schoenhofen.

Local Union, City

171 **Youngstown, OH**—Agnes D. Tatar (s).
174 **Joliet, IL**—Rudolph Seppi.
181 **Chicago, IL**—Knute Jensen.
183 **Peoria, IL**—Arthur Keller.
188 **Yonkers, NY**—Margaret Petock (s), Nicholas Belarge.
190 **Klamath Falls, OR**—Clarence E. Blakley.
191 **York, PA**—Alverta A. Trout (s).
195 **Peru, IL**—Calvin Koehler, Esther Papp (s).
198 **Dallas, TX**—Jess Bell Cunningham.
199 **Chicago, IL**—Joseph C. Pavlack.
200 **Columbus, OH**—Fred C. Pagura.
201 **Wichita, KS**—Clarence O. Dameron, James H. Snell.
203 **Poughkeepsie, NY**—Vasco Andreozzi.
204 **Merrill, WI**—William Bonke.
210 **Stamford, CT**—Arthur Elmer Woods, Ingeborg E. Nielsen (s), Joseph H. Peterson, Joseph Larocca, William S. Horvath.
211 **Pittsburgh, PA**—Charles E. Potts, Ivan C. Wright.
213 **Houston, TX**—Cecil A. Doss.
223 **Nashville, TN**—Harvey Thomas Conner, Sr.
225 **Atlanta, GA**—Milton Hayes.
230 **Pittsburgh, PA**—John E. Schmitt.
235 **Riverside, CA**—Elmer F. Smith, James R. Taylor.
242 **Chicago, IL**—Roy J. Werner.
246 **New York, NY**—Anna Haaga (s).
249 **Kingston, Ont., Can.**—Donald Snyder, Lewis Stapley.
250 **Waukegan, IL**—Barbara E. Johnson (s).
252 **Oshkosh, WI**—John S. Bednarek.
254 **Cleveland, OH**—Charles J. Pick.
256 **Savannah, GA**—Inez H. Morris (s), Maxwell M. Jones.
257 **New York, NY**—Erik G. Hanson, Rosalie Handrahan (s).
259 **Jackson, TN**—Thelma Ruth Hood (s).
261 **Scranton, PA**—George Mast.
262 **San Jose, CA**—Louise Moro (s).
264 **Milwaukee, WI**—Gerhard J. Torke.
265 **Saugerties, NY**—Aloysius B. Emmerling.
278 **Watertown, NY**—Peter S. Ladue.
281 **Binghamton, NY**—Theodore Babuka.
283 **Augusta, GA**—Marion D. Watson (s).
316 **San Jose, CA**—Charles Meleen, Jon A. Repetto, Leo Brendel, Lon C. Martin, Sumner J. Decker, William E. Howe.
333 **New Kensington, PA**—Clarence K. George.
342 **Pawtucket, RI**—Alexandre Turgeon, Joseph Cournoyer.
345 **Memphis, TN**—Clarence Rhea, George B. Scott, John William Fudge.
348 **New York, NY**—Arthur Hansen, Carl Trotta, Eugene Rafferty, Gerlando Graceffa, Irene Tyznar (s), Joseph Trappasse, Millie Deluca (s), Peter Omholt, Philomena Ciotti (s), William Link.
350 **New Rochelle, NY**—James Aracri, Virginia M. White (s).
370 **Albany, NY**—Catherine Machnick (s), Francis Strain, Marjorie Sundal (s), Walter Male.
387 **Columbus, MS**—Dorothy V. Riggan (s), James E. Rowan.
399 **Phillipsburg, NJ**—Hilda M. Hassemer (s), Robert D. Handler.
403 **Alexandri, LA**—Alice Mae Bordelon (s).
413 **South Bend, IN**—Jerry W. Harker, Sr.
415 **Cincinnati, OH**—Frank Flick.
434 **Chicago, IL**—Ivar J. Schoning.
437 **Portsmouth, OH**—Archie Hall.
452 **Vancouver BC, Can.**—Eli Syeklocha.
454 **Philadelphia, PA**—James Tabourn.
470 **Tacoma, WA**—Beryl McWilliams (s), Carl Martinolich, Sigrid L. Robinson (s),
475 **Ashland, MA**—Gino Oliva.
480 **Freeburg, IL**—Mildred Bohnenstiehl (s).
483 **San Francisco, CA**—Nels Peterson, Reidun Lillian Tisell (s).
493 **Mt. Vernon, NY**—Karl Nygren, Rocco Damiano.
496 **Kankakee, IL**—Henry T. Kottkamp.
512 **Ann Arbor, MI**—Mark C. Wire.
514 **Wilkes Barre, PA**—Otto Kemper Jr.
515 **Colorado Springs, CO**—Carl O. Paulson, Oliver F. Gilmore.
517 **Portland, ME**—Henry P. McKenney, William Henderson.
530 **Los Angeles, CA**—Gladys Malissia Christian (s), Lyman B. Russell.
531 **New York, NY**—Harry S. Paci.
532 **Elmira, NY**—Walter E. Matuszak.
544 **Baltimore, MD**—Allen Ellison.
550 **Oakland, CA**—Paul J. Phelps Jr.
562 **Everett, WA**—Howard R. Johnson.
579 **St. John, NF, Can.**—James Morey, William Molloy.
586 **Sacramento, CA**—Algoma R. Yoakum, Denver W. Langley, Edna M. Deal (s), John F. Poindexter, Nettie E. Mueller (s), Peter J. Kracher.
599 **Hammond, IN**—Mary H. Brown (s).
603 **Ithaca, NY**—Andrew Ojala.
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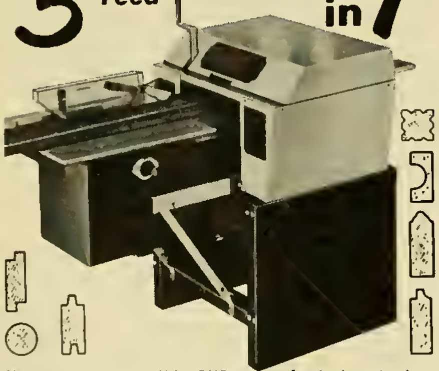

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Crafts Achieve Record

Continued from Page 14

a merit shop environment, bidding opportunities for union and nonunion contractors, uniform working conditions, and opportunities for training for the unskilled. The agreement recognized Utah's nonunion labor laws and permitted more than 2,000 local people to be trained and employed.

Both management and labor officials admit there were disagreements and resulting changes during the past five years, but Bob Georgine, president of the Building Trades, said, "the idea to keep the spirit of bargaining alive" kept the project moving.

"Undoubtedly the stabilization agreement has been a success and also has been beneficial to all," said Richard Tucker, professor of project management at the University of Texas and a speaker at the Labor Appreciation Dinner. "However, agreements are only a tool and do not make great projects. People make great projects, working in concert with common goals, objectives, and communications."

Tucker said that the IPP agreement was somewhat unique in that it anticipated and avoided problems by involving both management and labor in planning the project.

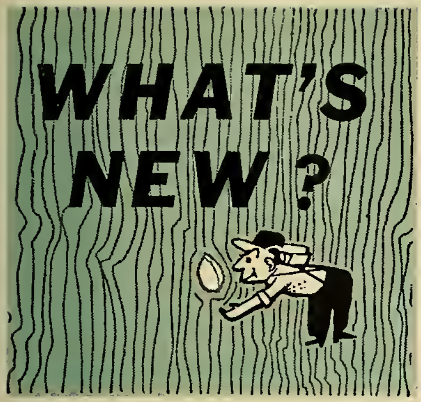
UBC Representative Lou Heath was assigned to much of the work on the project. Working with him were Patrick Eyre, secretary of the district council, Carpenters Business Agent Vance Marvin, and Millwrights Business Agent Dee Slagowski.

Toyota Issue

Continued from Page 15

another $100 million or so. All this money will go to a company that will take its profits back to Japan, and on top of this Toyota wants to undermine wages and working conditions of American construction workers. We think that's unfair and we're outraged," he said.

Georgine said the unions will continue to press for an agreement. He said work has begun on site clearing and access roads for the plant.



LOG-CABIN BOOK

Ever consider building a log cabin from scratch—having the building site, sufficient timber available, and a strong back?

J.P. Dyck, a retired member of Local 27, Toronto, Ont., had all three. He took his time and erected a palisade-type cabin (i.e., the logs are vertical instead of horizontal). When he was finished, he compiled an illustrated, 54-page booklet describing what he had done. The title is *Rosendoal, a cabinetmaker's approach to building with logs.* Dyck tells how to cut and skid your logs, how to chink vertical joints, how to keep the joints tight with threaded rods, and how to finish off the roof. The main advantage of building vertically, Dyck notes, are that short logs (no more than ceiling height) are easier to acquire and easier to handle.

"This book is written to prove, or rather to tell the story of the proof, that a man can still go into the bog and return with a structure fit to live in," says Dyck. "We spent two solid years in our structure, a little crowded but rather invigorating . . . We are proud of the way we lived in spite of the fact that we owned a large, modern home in the city."

For a copy of Dyck's book, send $5.45, cash, check, or money order, to: John P. Dyck, 121 Rosendoal, R.R.No.3, Bancroft, Ont., Canada K0L 1C0

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TERMITE HANDBOOK

If you want to know how to repair termite damage, how to use chemicals to destroy and drive away the pesky bugs, and how to save money while you're doing it, there's a 128-page booklet by a member of Millwrights Local 102, Oakland, Calif., you might consider.

The author, George Demaree, 57, has been a UBC member for 32 years and was at one time a member of Carpenters Local 316, San Jose, Calif., so he's seen a few termites in his time.

Termite Repair sells for $13.45 plus $3.50 for shipping and handling—a total of $16.95. Demaree pays any state taxes which apply.

To order a copy or get more information about the book write: Tradesman Publishing Co., P.O. Box 7654 C, San Jose, CA 95150.

PRODUCT CATALOG

The *Delta Machinery Catalog for Building Trades and Home Shops,* a source for quality wood and metalworking machinery for the professional craftsman and the do-it-yourselfer, is now available. A complete line of band saws, circular saws, radial saws, drill presses, grinders, jointers, planers, lathes, shapers, and accessories. For the free 44-page catalog write: Delta International Machinery Corp., 246 Alpha Drive, Pittsburgh, PA 15238.

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Quaker State Oil Refining Corp. has announced the addition of Quaker State Cream Hand Cleaner with Pumice to its line of quality automotive aftermarket products.

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Labor Day 1986: An Early Day of Thanksgiving?

Cheap imports don't equal pocketbook savings for the average consumer

Union members often count their blessings on Labor Day. They picnic, they march, they wave banners, and they shout slogans. Some just take it easy at home; others make their last trip of the summer season to the mountains or seashore.

However you commemorate this day, you must know as I know, the gratitude I feel that a day has been set aside in this democracy of ours to pay tribute to the workers of this bountiful land. It is like a second Thanksgiving Day . . . a time to give thanks that we are citizens of a land where we can freely vote, freely form unions, and freely bargain for wages and working conditions.

No need to go underground like Polish Solidarity trade unionists. There's no requirement to dress in a proletariat uniform and march on May Day as in Czechoslovakia, East Germany, Estonia, Latvia, or any other nation behind the Iron Curtain. There's no command performance, along with all the artillery as in Red Square, Moscow.

There is much to be thankful for as a worker in America, and I hope that every American and Canadian, union member or not, will appreciate the spirit of fellowship and brotherhood that motivates the North American trade union movement.

Unfortunately, there are still many who do not.

On the debit side of the picture, this Labor Day, is the depressing condition of many of North America's basic industries. The heart of America's steel industry hardly beats at all any more. The hearths of the Monongahela Valley, which once glowed with molten metal throughout the night, are almost cold. The Steelworkers have had to take cuts and more cuts to provide food for their families . . . all because steel imports are flooding U.S. and Canadian markets at prices at which American producers cannot compete and because American steel producers didn't modernize their factories in time to compete with European and Asian manufacturers. The management of Big Steel has diversified many of its assets, pulling out and leaving the workers abandoned in their company towns.

Look at the situation in the auto industry. Nothing is really resolved regarding imports in this industry. Next year, two manufacturers plan to import new car models from Korea bearing U.S. trademarks but produced by Koreans being paid $3 and $5 an hour!

I hardly need describe the conditions which exist in the U.S. and Canadian construction industries and in the industrial trades allied to them. More than 600,000 UBC members can report on that from their own personal viewpoints. Some have suffered layoffs; many have fared well. Our lumber and sawmill workers and our plywood and other forest products members have undergone hardships, as they have struggled with the giant corporations in that industry to maintain their livelihoods and fair contracts.

My hat is particularly off to those members in the Pacific Northwest, in the South, and in the Eastern Canadian woods who have fought the good fight and proved to be good trade unionists in the best definition of that term.

I would salute, also, our construction members who have kept their heads high as trade unionists in the face of merit-shop and open-shop attempts to turn them nonunion. It takes a lot of spirit and determination to fight the open shop in most communities.

The U.S. textile industry is perhaps hardest hit of all. It received its biggest setback last month when Congress sustained by a close vote President Reagan's veto of legislation to restrict textile imports. Wherever American and European multinational corporations can set up the necessary mill equipment and use cheap labor—the jungles of Southeast Asia, the war-torn hills of Korea, or even now, at President Reagan's suggestion, the apartheid ghettos of South Africa—there will be unfair competition for American textile workers. It is a prime example of the Reagan Administration's lack of concern for the nation's domestic, industrial capability and the livelihood and purchasing power of its workers.

The justification for all of this unrestricted trade is supposed to be that cheap imports mean pocketbook savings for U.S. and Canadian consumers.

What's so illogical about all of this, of course, is that unemployed North Americans who lose their jobs because of this runaway capital will not have money in their pockets to buy even the cheap imported goods or any goods, for that matter, if something is not done to protect domestic industries from the unbalanced trade situation.

Even though inflation has been running at a moderate pace during the past two or three years, the combination of the stagnating economy and the creeping price increases of recent months add up to bad news for the average working family. Idle industrial plants do not create encouraging productivity statistics for the bureaucrats in Ottawa or Washington.

In 1980 when the jobless rate in the United States stood at 7%, presidential candidate Ronald Reagan promised American voters "jobs, jobs, and more jobs." Then the recession of 1982 drove the unemployment rate above 10%. Today, with the Reagan "recovery" nearly four years old, the jobless rate in the United States still exceeds 7%.

So much for campaign promises.

What the situation boils down to, it seems to me, is that we have at the White House and in the President's Cabinet a collection of economic and political advisors who express the views of the monied interests of not only this country but the multinational thinkers manipulating capital worldwide. They are feeding their advice to a man who believes all that he read back in the 1930s in those Horatio Alger books, which told how a poor street urchin could go from rags to riches if some benevolent rich man came along and put his hand on his shoulder and showed him how to become a millionaire through perseverence and hard work.

I guess the equivalent of that today would be for some operator of a fast-food chain to put his hand on the shoulder of some down-and-out factory worker and tell him he could become a millionaire by patiently slinging hamburgers in his local fast-food outlet.

Another equivalent would be for the chief executive officer of some North American corporation to walk into a village in the Far East and tell some poor starving native to put away his primitive sewing machine and come with him to that bright new factory down the road where he'll be paid $2 an hour to work a machine. Soon he would have a company T-shirt, then two T-shirts, eventually a bicycle.

All, of course, without a union to represent him.

I find it ironic that a president who started his career as a Democrat and a union leader (as president of the Screen Actors Guild) should have learned so little about the checks and balances of capital and labor, about the differences between free trade and fair trade, about taxing the working population and taxing corporations.

No, all is not settled and content this Labor Day. We approach our 35th Convention, next month, with many resolutions for consideration.

I look back, as I do before every convention, to the stated objects of our Brotherood, Section 2 of the Constitution and Laws, and I find that they still hold true more than a century after they were formulated . . . worthy of being read again and reaffirmed this Labor Day:

"The objects of the United Brotherhood are: to organize workers employed within the trade autonomy of the United Brotherhood, to discourage piece work, to encourage an apprenticeship system and a higher standard of skill, to develop, improve and enforce the program and standards of Occupational Safety and Health, to cultivate friendship, to develop good public relations in the community, to assist each other to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, to establish a weekly pay day, to furnish aid in cases of death or permanent disability, and by legal and proper means to elevate the moral, intellectual and social conditions of all our members and to improve the trade in every way possible."

Patrick J Campbell

Patrick J. Campbell
General President

THE CARPENTER
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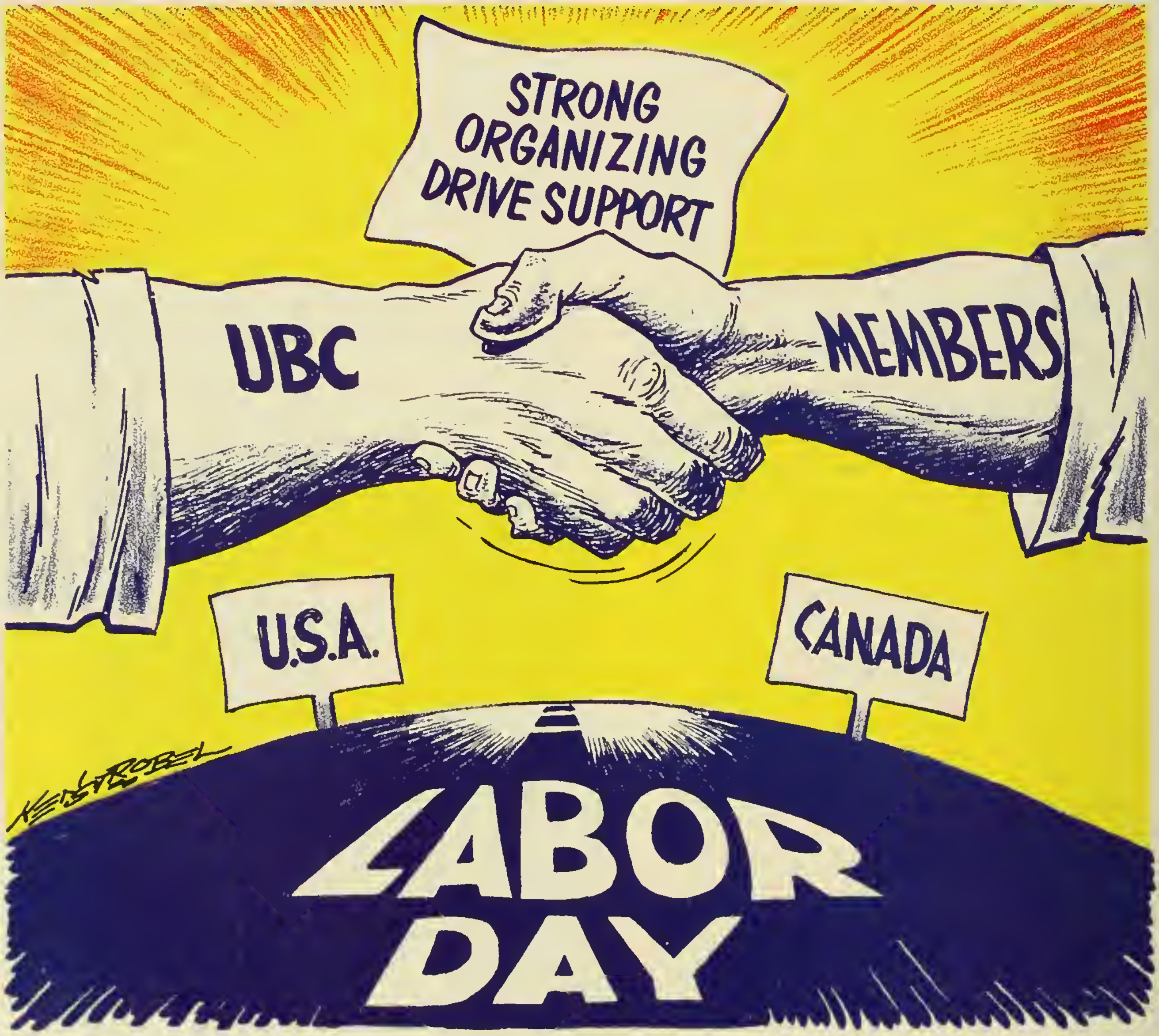

"Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours and provided supplemental benefits. Through collective bargaining and grievance procedures they have brought justice and democracy to the shop floor. But their work goes beyond their own job, and even beyond our borders. For the labor movement is people. Our unions have brought millions of men and women together, made them common tools for common goals. Their goals are goals for all America—and their enemies are the enemies of progress. The two cannot be separated."—JOHN F. KENNEDY, Labor Day, 1962

October 1986

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881

U.B. OF C. & J. OF A.
35TH
GENERAL CONVENTION
TORONTO
1986
DELEGATE

35th General Convention
Toronto, Ontario

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CARPENTER

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

The 35th General Convention of the United Brotherhood will assemble on October 6 at the Metro Toronto Convention Centre in Toronto, Ont., Canada, and it will continue in session from day to day until all business coming before the convention has been completed.

This month's convention has special significance for our Brotherhood: It is the first time we've convened outside of the lower 48 states. Anticipation has mounted steadily as delegates prepare to take part in this historic event.

In honor of the Toronto assembly, this month's cover features the Metro Toronto Convention Centre, with the 553.3-meter Canadian National Tower behind it. Canada's largest congress and trade show center, it has 200,000 square feet of column-free exhibit space, tiered theater seating for 1,350 people, a ballroom for 3,000, 40 smaller meeting rooms, and a 50-seat boardroom. A source of much pride for Toronto citizens, the center is located within walking distance of fine restaurants, hotels, and the subway.

Just a block away is the newly renovated Royal York Hotel where the Credentials Committee will be handling registration in the Ballroom foyer on Saturday and Sunday.

Also featured on our cover is a representation of the delegate's badge for the 35th Convention. Canada's national symbol, the maple leaf, and the CN Tower set the style for the design of the medallion of the badge, which will be worn with pride by all the delegates.

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

United Brotherhood Assembles in Toronto

The 35th General Convention of the United Brotherhood of Carpenters and Joiners of America will draw over 5,000 people to Toronto, Ont., this month. At least 2,000 delegates are expected to attend the gathering which marks our 105th year.

Delegates will be very involved with the business to be covered at this convention. There are many important resolutions to be voted on, proposed constitutional amendments to be considered, and plans to be made as the new century approaches, bringing with it advanced technology and innovation.

This is the first UBC convention ever to be held outside of the continental United States. It is symbolic that we would hold this historic conclave in Toronto, which was called "the meeting place" by the Huron Indians, and was home to one of the first Canadian affiliates of the United Brotherhood.

While in Toronto convention delegates and guests will have a chance to see a bit of Canada's largest metropolis. The city is considered a "triumph of planning" by many, reflecting its ethnic diversity and the strong attraction it has for visitors. It is a study in contrasts: visitors will see quiet lakeside restaurants and cafes, bustling downtown streets filled with bankers and businessmen, and a cosmopolitan city offering a variety of theater and art.

An efficient transportation system makes many of the city's cultural, historical, and entertainment attractions convenient to downtown Toronto. UBC delegates and other convention goers should be able to take advantage of their free time to visit some of the sights. (A box listing city highlights and a visitors' information number accompanies this article.)

It's been five years since our landmark centennial convention, and our Brotherhood has seen many changes. As we gather again for this assembly, we must look toward the future. Decisions will be made to help prepare us to enter the 21st century as a vital and powerful presence.

The 35th is the first convention of our second century. There are nearly 3,000 downtown Toronto hotel rooms ready to be filled with the convention attendees . . . and the UBC is ready to move ahead. UBC

Sightseeing Information

Toronto, Canada's largest city, is remarkably compact and easy to get around by subway, trolley, or train. It offers a wide range of options for dining and nightlife and a varied assortment of sightseeing attractions. Group discounts are often available.

The **CN Tower** is the world's tallest free-standing structure. It's glass-fronted elevators take visitors up to a revolving restaurant and indoor/outdoor observation levels.

Tours of **City Hall** are available weekdays between 9 a.m. and 3:30 p.m. The building is noted for its stunning and innovative architecture. It was designed around the theme "Eye of Government."

The **Royal Ontario Museum** is famed for its research on ancient civilizations and for its superb Chinese collection. Among current displays are Egyptian mummies, ornate armor, Ming tombs, a dinosaur hall, and a "hands-on" discovery room.

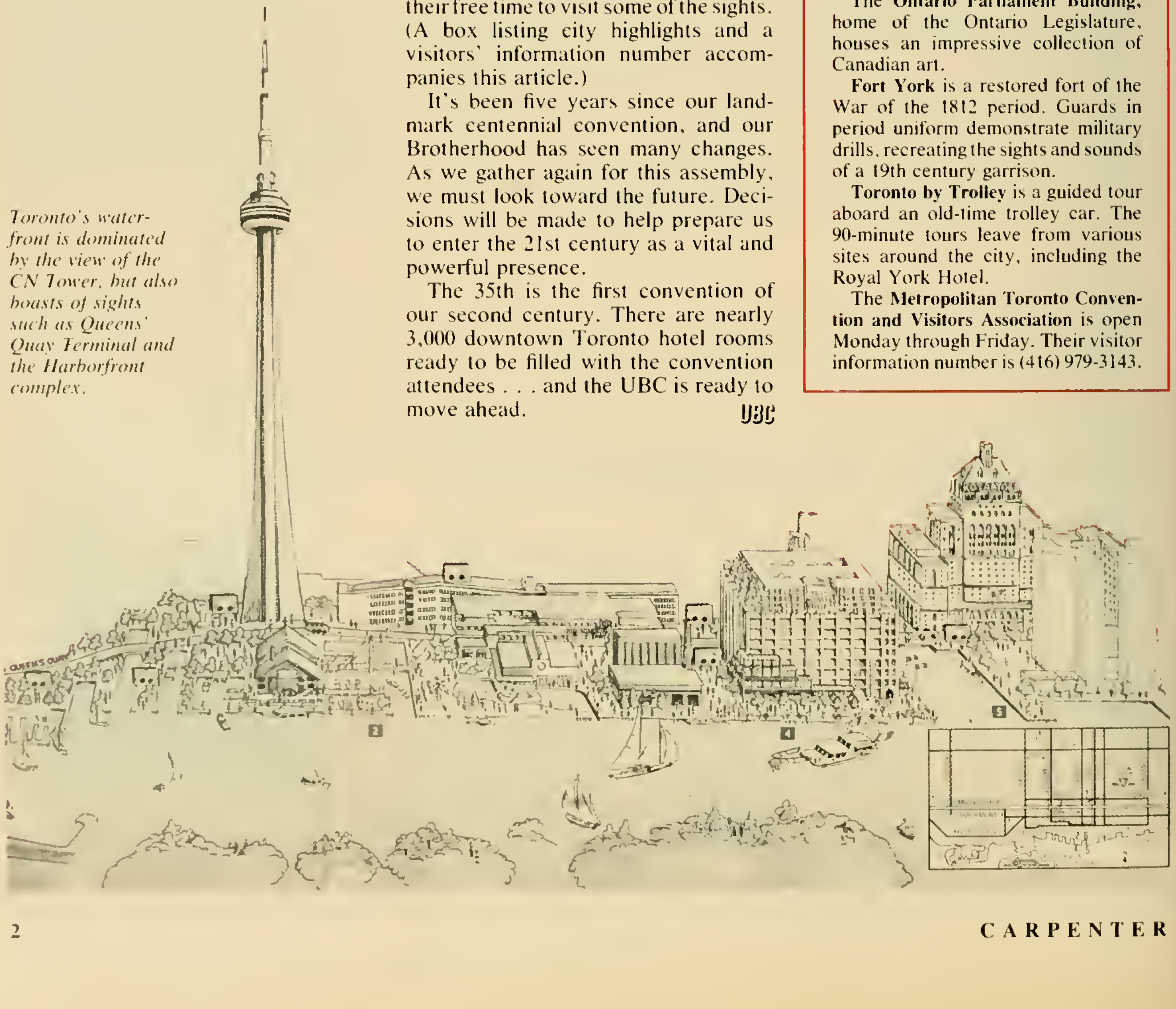
Casa Loma is a "medieval castle" completed in 1914. The dream house of Sir Henry Pellat, a soldier and financier. It has turrets, 98 rooms, and a secret passageway.

The **Ontario Parliament Building**, home of the Ontario Legislature, houses an impressive collection of Canadian art.

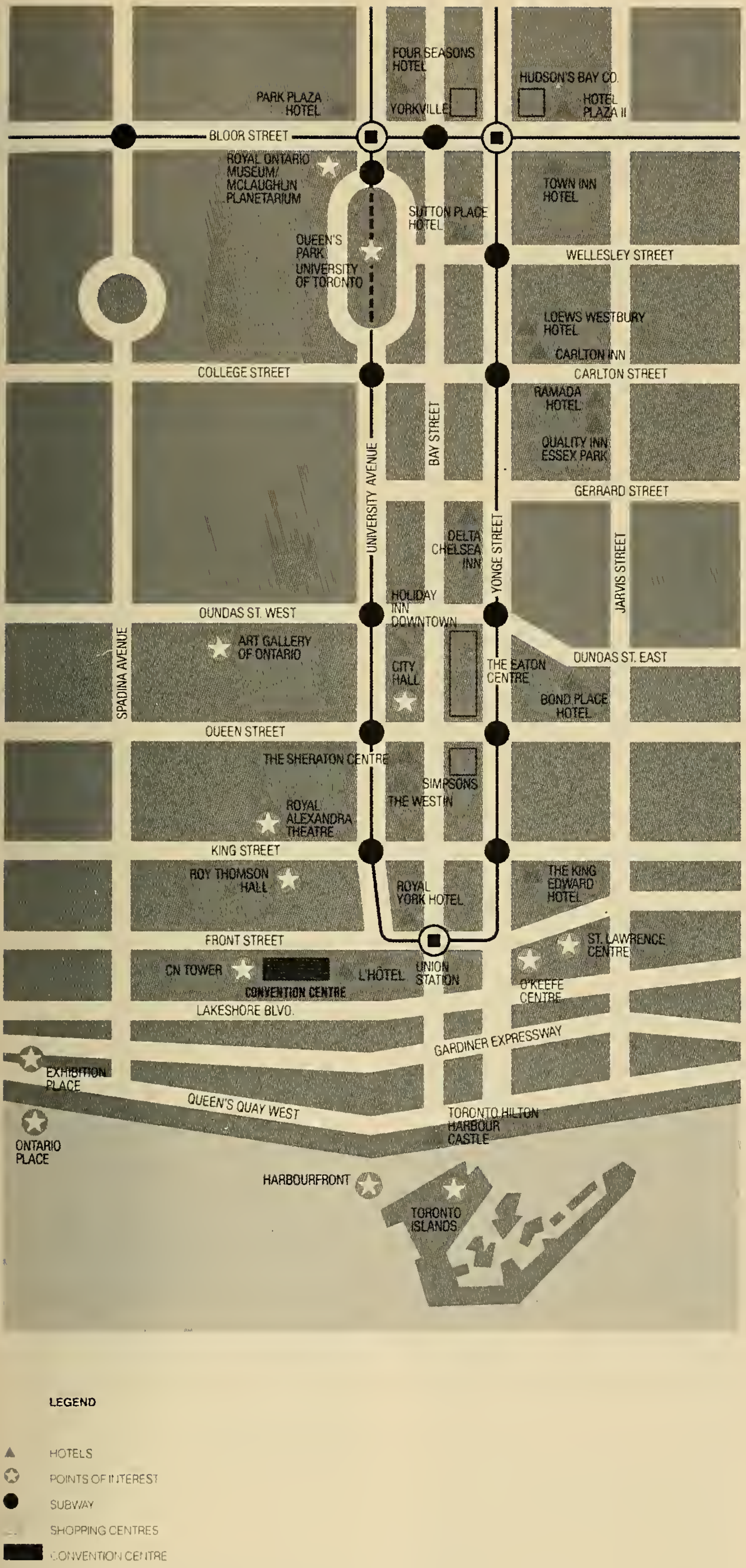
Fort York is a restored fort of the War of the 1812 period. Guards in period uniform demonstrate military drills, recreating the sights and sounds of a 19th century garrison.

Toronto by Trolley is a guided tour aboard an old-time trolley car. The 90-minute tours leave from various sites around the city, including the Royal York Hotel.

The **Metropolitan Toronto Convention and Visitors Association** is open Monday through Friday. Their visitor information number is (416) 979-3143.



Toronto's waterfront is dominated by the view of the CN Tower, but also boasts of sights such as Queens' Quay Terminal and the Harborfront complex.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CITY HALL
THE EATON CENTRE
DUNDAS ST. EAST
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THE SHERATON CENTRE
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ROYAL ALEXANDRA THEATRE
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TORONTO ISLANDS
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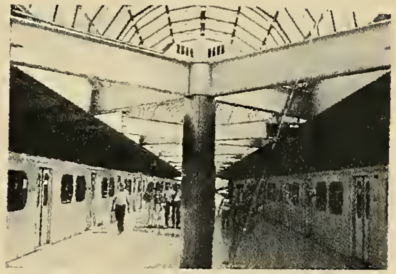
POINTS OF INTEREST
SUBWAY
SHOPPING CENTRES
CONVENTION CENTRE

Based on the concept "Eye of Government," Toronto City Hall is characterized by twin curving towers protectively encircling the central orb.



Subway stops are conveniently located near most downtown hotels and provide a save and efficient way to get around town.

Customs Information

Every 30 days, returning U.S. residents are allowed to bring back duty free $400 U.S. (10% charge on any amount over, retail value) worth of personal or household merchandise provided they have been out of the U.S. for 48 hours. This amount can include one carton of cigarettes, 100 cigars (no Cuban), one pound of smoking tobacco, and 32 ounces of liquor, provided the buyer is 21 years of age. If the length of stay is less than 48 hours, $25 worth of merchandise may be taken back to the United States duty free. Goods bought in Canada but manufactured in the U.S. are duty free and not included in the basic exemption. Handmade crafts and works of arts are also exempt; however, a receipt of purchase may be required. In general, it's a good idea to save sales receipts and invoices of all purchases you make in Canada to simplify re-entry to the U.S. For further information on U.S. customs regulations, phone (416) 676-2606 in Toronto or contact U.S. Customs at Terminal 1 or Terminal 2 of Toronto (Pearson) International Airport and request the booklet *Pocket Hints*.

Convention to Convention

Reviewing Five Years of Lab

In 1981, as our triumphant centennial convention drew to a close, organized labor prepared for the challenges of dealing with the 10-month old Reagan Administration. The Republicans had returned to power in the U.S. Senate. Conservatives were now in control, pledging to undo 40 years of social and economic progress.

Year One

Reagan's pledge to "get government off our backs" turns out to be a policy of weakening or gutting workplace health and safety regulations, laws protecting the consumer and the environment, and child labor protections.

- **More than 6000 UBC members join hundreds of thousands of other trade unionists in the biggest Solidarity Day March ever; over 400,000 participants converge on Washington, D.C.**
- Instead of the promised prosperity, the economy slides into its eighth postwar recession and, following the 1980 downturn, the first back-to-back recession since 1919. Real interest rates (interest rates minus inflation) are the highest in half a century.
- The Reagan Recession becomes the worst since the Great Depression of the 1930s in terms of unemployment, business bankruptcies and farm foreclosures.
- **UBC centennial proclamations continue to appear from states and cities all over the nation, honoring the UBC anniversary.**
- The AFL-CIO Building and Construction Trades Department convenes with 800,000 construction industry workers out of jobs—a 17% construction industry unemployment rate.
- **Unemployment hits levels of 70–90% in some construction trades, including carpenters and millwrights, in many parts of the country.**
- No sooner has the White House drawn up the first budget in U.S. history with a deficit exceeding $100 billion, than it pronounces support for a Constitutional Amendment to balance the budget.
- **Tennessee carpenters build a World's Fair In Knoxville.**
- Program cuts have come at a time when more, not less, federal action is needed to help the growing number of victims of the Reagan Recession and to help the economy get on its feet.
- During 1981, Reagan's first year in office, some 2.2 million more Americans slip into poverty, an increase of 7.4% according to the Census Bureau.
- **The Brotherhood launches Carpenters Helping Hands drive for a Tennessee member and wife's foster child Alice Perkins born without facial characteristics.**
- More than 2 million jobless workers have seen their unemployment compensation benefits run out, and 3 million more face the loss of benefits in 1983 largely because of cutbacks and restrictions pushed through Congress by the Administration.
- Since Reagan took office, over a million people, mostly the "working poor," have been cut off from the food stamp program and many more are targeted for elimination.
- **General President William Konyha joins White House Committee to seek remedies for declining productivity rate.**
- **State history projects in honor of the UBC centennial are received in the General Office from all over the continent.**
- **Raleigh Rajoppi, second district board member, dies; George M. Wallish named new second district board member.**
- **General officers and board members installed in simple ceremony in General Office.**
- The supply-side tax breaks for business, including accelerated depreciation, tax leasing, and lower corporate and capital gains taxes, fail to stimulate investment and productivity. Instead, capital investment declines in 1981 and 1982. As the deepening recession cuts consumer demand for industry's products, 30% of the nation's manufacturing capacity stands idle. Business puts billions in cash and credit into such nonproductive uses as buying up other companies.
- **"Building America" photo exhibit introduced at grand opening of Washington, D.C.'s, National Building Museum.**
- **Operation Turnaround is launched by the UBC, a major campaign to combat the growing open shop movement in North America.**
- **Carpenters Helping Hands tops $100,000 mark.**

Year Two

At the Reagan Recession's low point in December, the unemployment rate stands at 10.8% with 12 million people officially seeking work and millions more forced into part-time work or too discouraged to look for jobs.

- **William Konyha steps down as UBC General President; Patrick J. Campbell moves into office.**
- **Brotherhood members help to create Epcot extravaganza at Disney World.**
- Voters, spurred by Solidarity Day II get-out-the-vote drives by organized labor and its allies, turn out in great numbers to reject Reagan's policies.
- **Seventh District General Executive Board Member Hal Morton retires; Paul Johnson named new seventh district board member.**
- **First Brotherhood CAPS Computer system goes on-line.**
- Late in 1982, with the November elections nearing, Congress tries to stem the impact of Reaganomics, passing a three-year $98.3 billion package of tax increases and tax enforcement "reforms" on business and consumers in an attempt to narrow "supply-side" deficits which were heading towards $150 billion. Reagan flip-flops on his stance against tax increases and signs the bill.
- As the unemployment rate begins its upward spiral toward double-digits, Congress hands Reagan a major defeat, overriding his veto of a $14.1 billion supplemental spending bill for programs aiding the unemployed and the elderly and for federal workers' salaries.
- **Anthony Ochocki is named new second general vice president.**
- **John W. Pruitt is new third district board member.**
- The new 98th Congress passes and Reagan signs a modest $4.6 billion emergency jobs and recession relief bill to provide an estimated 400,000 year-long jobs and humanitarian relief for the unemployed.
- **General President Emeritus Maurice A. Hutcheson dies.**
- Supported by the UBC and organized labor is a bill to establish a federal system of compensation for the tens of thousands of victims of occupational exposure to cancer-causing asbestos.
- Organized labor is surprised when the Administration takes a drubbing from Congress on its "fox-in-the-chicken coop" appointments.
- ***Carpenter* magazine begins a series, "The Foxes in the Henhouse," looking at the activities in various federal agencies under the Reagan Administration.**

d UBC Events

- Top Reagan-appointed officials of the Environmental Protection Agency are fired after a congressional investigation exposes evidence of "sweetheart" deals with major polluters and possible misuse of the billion-dollar toxic waste clean-up superfund. The House also investigates a "rightwing power grab" at the National Labor Relations Board.

- In a major setback for the building trades, a federal appeals court upholds Labor Secretary Raymond Donovan's Davis-Bacon rule changes. These include a redefinition of the prevailing wage on federal contracts from 30% to 50% and the broad use of "helpers" to do skilled work.

- **General President Campbell conducts first press conference since taking office, charging the open-shop movement with trying to take advantage of the recession and oust unions.**

- ***Readers' Digest* features story on Carpenters Helping Hands recipient Alice Perkins.**

- The Occupational Safety and Health Administration puts through and proposes a number of changes in regulations which organized labor says weaken OSHA protections.

- Fed up with OSHA's failure to reduce worker exposure to toxic substances, unions, including the UBC, petition for emergency standards on asbestos, benzene, formaldehyde, and ethylene oxide—all proven or highly suspected carcinogens. Unions sue OSHA after it refuses their petitions on formaldehyde and ethylene oxide.

- The Supreme Court hands down a mixed bag of decisions affecting workers since Labor Day 1982. The high court says an employer can't punish a union officer more heavily than a rank-and-file worker for participating in an unauthorized "wildcat strike." It also rules that an employer must bear the burden of proof if a union sympathizer is fired during an organizing campaign.

- On the bargaining front, unions have another difficult year. In most cases, union negotiators hang tough and trade concessions for increased job security. The Labor Department reports that wage increases in major private sector bargaining settlements in 1982 have hit the lowest point in 14 years.

- Reagan approves tariff increases on heavyweight motorcycle imports to fight an import flood from Japan; the Ladies' Garment Workers mounts an offensive against apparel imports; ACTWU and UFCW urge import relief for the footwear industry.

Year Three

After a period of "giveback" during the long Reagan Recession, the mood of unions facing tough bargaining battles changes to "fight back."

- The year since Labor Day 1983 is marked by long and bitter strikes by 13 unions representing copper workers against Phelps-Dodge in the Southwest; by the Amalgamated Transit Union against Greyhound; by the Carpenters and Woodworkers against Louisiana-Pacific on the West Coast; and by hotel workers, musicians and stagehands against Las Vegas resort hotels.

- **UBC "Building America" photo exhibit seen in 18 U.S. cities.**

- In a pattern repeated in smaller plants and different industries, 10,000 members of 11 unions struck West Coast shipyards after employers broke a 45-year stable bargaining relationship. The shipbuilders demanded large wage and benefit cutbacks and more takeaways on seniority, craft jurisdictions, and holidays.

- Solidarity in union ranks helps beat back most of these givebacks and union-busting attempts; unions also refine and strengthen the old economic weapons of national boycotts and corporate campaigns with intensive public education efforts to successfully increase their clout.

- **The Brotherhood introduces the UBC Retirees Club organization to bring together retired members and spouses.**

- Unions see the foundations of organizing and bargaining strength being chipped away by the National Labor Relations Board.

- Delays caused by record backlogs of pending cases at the NLRB hurt union organizing and bargaining efforts and individual union members deeply over the past three years. Led by Chairman Donald L. Dotson, the board hands down a decision which severely curtails the circumstances under which a worker can refuse unsafe work. And it reverses earlier board rulings to allow employers to move operations, even to non-union plants, without bargaining or consent from unions, even in the middle of a contract period.

- **UBC General Treasurer Charles Nichols testifies before a U.S. House Subcommittee on Labor-Management Relations that the U.S. would be better off without the National Labor Relations Act.**

- **A national labor-consumer action campaign against the Louisiana-Pacific Corp. is launched by the UBC, with AFL-CIO backing.**

- Job creation programs, domestic auto content legislation, an attempt to cap Reagan tax cuts, and a health insurance program for the unemployed die in the Senate.

- Congress passes a $15.6 billion housing bill, which includes money for community development and subsidized housing.

- **Charles Nichols retires as UBC General Treasurer.**

- In a deficit-cutting measure strongly opposed by senior citizens groups, Congress acts to reduce Medicare costs by increasing premiums, freezing physicians' fees, and limiting some hospital reimbursements without preventing the shift of extra fees and costs to patients.

- **Wall Street Rally in New York protests L-P's actions.**

- In other action, Congress wrestles with immigration reform, and approves pension equity legislation for women, and a new federal holiday honoring slain civil rights leader Martin Luther King Jr.

- On Labor Day 1983, unemployment stands at 9.3%, with some 10.4 million Americans officially out of work. The rate edges down over the year, but some 15 million remained unemployed and underemployed, about the same as when Reagan took office.

- **Puerto Rican members talk Operation Turnaround organizing with Organizing Director Jim Parker.**

- **The UBC receives a Canadian federal grant for Labor Education in Canada.**

- **"Builders of the Nation," the UBC reader's theater seen at the Centennial convention, continues to be viewed and produced around the country.**

- The AFL-CIO, alarmed over the nation's eroding industrial base and the lack of leadership in domestic and foreign affairs, takes a bold step and in October 1983, endorses Walter F. Mondale for the Democratic presidential nomination.

- **UBC members begin first phase of Statue of Liberty renovation.**

- In a 5–4 decision, the Supreme Court rules that federal nuclear regulatory power does not preempt punitive damages for people injured by radiation in nuclear plants and restores a $10 million negligence award against the Kerr-McGee Corp. in Oklahoma to the family of Karen Silkwood.

- **Wayne Pierce named UBC General Treasurer.**

- **UBC shipyard workers play a leading role in the fight against asbestos hazards.**

- On the 20th anniversary of the 1964 civil rights march, 300,000 gathered at the Lincoln Memorial for "Jobs, Peace and Freedom"; 1.35 million workers demanded jobs and justice on Solidarity Day III; air traffic controllers petition for new union.

Year Four

In the U.S., some 15 million people are without jobs or working part-time; 2.3 million high-paying manufacturing jobs have been lost since 1979; 15% of the population is living in poverty, 6 million more poor since 1980; record deficits are in the range of $200 billion.

- **Organizing Director James A. Parker retires . . . Left behind is a legacy of UBC institutions—Voluntary Organizing Committees, UBC membership in the AFL-CIO Industrial Union Department, and Operation Turnaround.**

Continued on Page 24

Washington Report

DAVIS-BACON VICTORY

In a major victory for the Building and Construction Trades unions, the House of Representatives voted 406–5 to set the threshold at which the Davis-Bacon Act applies to Defense Department construction projects at $25,000. The House action came on the heels of an earlier Senate vote that set the threshold at $250,000. The final ceiling will be decided by a House-Senate conference committee.

The House provision, which had the strong support of labor, was sponsored by Chairman Augustus Hawkins (D-Calif.) of the Education and Labor Committee. The Hawkins amendment raises the Davis-Bacon threshold only for fiscal year 1987. The change is for one year only so that a permanent, reasonable change in the threshold can be considered in the form of new legislation.

Though the Hawkins amendment was approved handily, the key vote occurred when the House defeated a substitute amendment offered by Rep. William Dickinson (R-Ala.) which would have raised the Davis-Bacon threshold to $250,000. The higher ceiling would have the effect of exempting nearly all Defense Department construction projects from Davis-Bacon prevailing wage protections.

SAFE DRINKING WATER LAW

The first major environmental legislation to pass this Congress, the House and Senate overwhelmingly passed and President Reagan has now signed into law a new, stronger Safe Drinking Water Act. The tougher provisions, which include requirements for the Environmental Protection Agency to set standards limiting contaminant levels for 83 substances over three years, were based on reports of increasing contamination of the nation's drinking water supply by hazardous wastes.

ROBOT STANDARDS

A new standard establishing safety guidelines for industrial robots brings with it the realization that robotics in the construction industry is not some futuristic fantasy of a "Buck Rogers world," but a fact of life. The standard makes manufacturers, installers, and users of robots responsible for ensuring the safety of employees working with the equipment. Adopted by the American National Standards Institute, Inc. in June, the standard is the first ANSI standard for industrial robots and sets the rules for their construction, installation, care, and use. The standard (ANSI/RIA R15.06) recommends that manufacturers design and construct robots to prevent hazardous motion, eliminating possible danger to personnel from moving parts, component malfunctions, power loss, and electromagnetic and radio frequency interference. Other features include guidelines for installers, users, and manufacturers.

CONTRACTING MAY SET RECORD

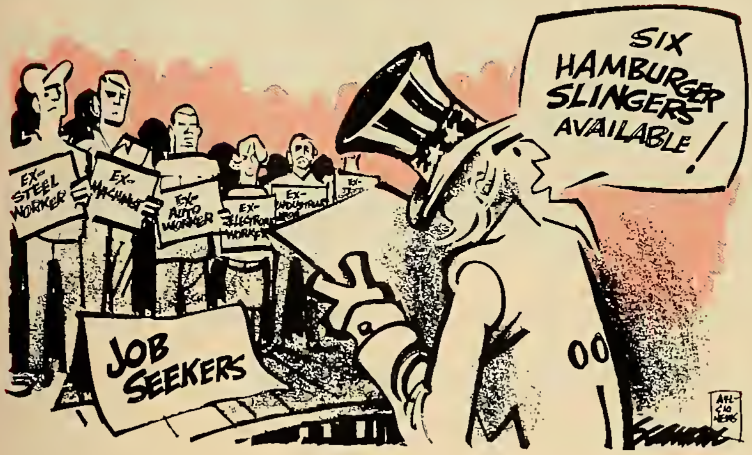
Led by a robust housing market, total construction contracting for 1986 could reach a record high of $236.4 billion, according to a mid-year update by McGraw-Hill's Dodge-Sweet Construction Outlook. Although the deficit reduction and tax revision represent severe handicaps to many kinds of public and commercial building, a gain of as much as 20% is expected as a result of the benefits of low mortgage rates, though multifamily housing is likely to be down as apartment "tax shelter market" losses wane in appeal. Residential building will reach 1.85 million units this year, the best in the 1980s. Nonresidential construction is expected to decline 6% to $77.2 billion, primarily due to a sharp drop in office building.

AMENDMENTS TO J.T.P.A.

The House has approved a measure authorizing a series of technical amendments to the three-year-old Job Training Partnership Act, including a change that would make it easier for farmers and others to qualify for retraining and employment assistance under the Dislocated Worker Program. The bill (H.R. 5185) also earmarks funds for literacy, school drop-out prevention, and programs that help young people make the transition from school to work. A similar measure (S. 2069) was approved by the Senate.

Under JTPA, workers who lose their jobs as a result of declining economic conditions in their communities may qualify for job search and retraining assistance under the dislocated worker program. Currently, eligibility is based on the individual's income for the previous six months. Under the House bill, the income "lookback" period would be extended to 12 months, extending eligibility to individuals who have had long periods of joblessness during the previous year. The bill also would require the Secretary of Labor to develop methods for collecting data on permanently dislocated farmers, and to report to Congress whether joblessness in the farming community is adequately reflected in the unemployment statistics compiled by the U.S. Bureau of Labor Statistics.

Post industrial prosperity a myth?



Low-Wage Job Growth in Services Hides Erosion in Factory Sector

By CALVIN G. ZON
PAI Staff Writer

In 1980, as the economy weakened under President Carter and the jobless rate topped 7%, presidential candidate Ronald Reagan promised American voters "jobs, jobs, and more jobs." However, the Reagan recession of 1982 drove unemployment above 10%.

Today, with the Reagan "recovery" nearly four years old, the nation's jobless rate still exceeds 7%, where it has been stuck for more than two years. And 8.4 million Americans were unemployed in mid-1986, nearly a half million more than when this Administration took office in January 1981.

Millions of jobs have been lost in the trade-battered manufacturing sector and in the depressed energy, mining, and agricultural sectors. Further, most government economic reports point toward continued sluggish growth and high unemployment at best or, at worst, a second Reagan recession.

Of course, President Reagan and other Administration officials prefer to look at the bright side of the picture. They boast that more Americans are working today than ever before and that millions of jobs have been created by the free market, aided by the Administration's deregulation, "free trade," and business tax break policies.

Labor Day 1986 is a fitting time to look behind the hype and the happy talk at what's really been happening with regard to the nation's labor force and what the future may look like if trends continue.

The President is correct in saying that 9.7 million jobs were created in the first five-and-a-half years of his Administration. However, this is not exceptional. For example, some 10 million jobs were created during the four years of the Carter Administration.

Moreover, the job growth during the Reagan years has been confined to the service sector. In June 1986, there were some 1.5 million fewer jobs in the production sector than in 1980. Most of the 9.7 million new jobs pay considerably less than the lost manufacturing jobs. Nearly 2.5 million of them provide only part-time employment, and more than half of those who hold them want full-time work but can't find it.

Of the 9.7 million new jobs, 30.5% were in retail trade, where the average weekly wage, as of May, was $174.29, or $9,063 a year, according to the Bureau of Labor Statistics. That is less than the government-set poverty level of $10,990 a year for a family of four.

The BLS said about 58.9% of the added jobs were in the category of miscellaneous services, which includes hotels and motels, business services, temporary office services, and health services. The average wage in this category is $13,647 a year. The other 10.6% were in a variety of areas.

Women have taken nearly 85% of these new, usually low-paid, and often part-time jobs during the 1980's as two-earner families have become necessary to make ends meet and the number of single-parent families has grown.

Since he took office, 450,000 jobs have been lost in the primary metals industry; 250,000 in fabricated metals; 344,000 in the industrial machine industry; 300,000 in the textile and apparel industry, and so on, in lumber, in pipe, in transportation and agricultural equipment, in chemicals, in paper, in food processing.

In addition, 331,000 mining jobs have been lost, many of them recently in oil and gas drilling. Some 200,000 family farms were lost in 1985 alone, with no end of the farm-belt depression in sight. In May, the U.S. suffered its first trade deficit in farm products since 1959.

It has become fashionable in some circles to write off as insignificant the decline of the nation's basic industries. The new jobs of the Information Age and the High Tech era will more than compensate for the loss, "futurist" intellectuals argue. A "post-industrial" America can thrive on a service economy, they claim.

These notions were dispelled in a recent issue of *Business Week* magazine whose cover story was headlined, "The Hollow Corporation." The 28-page special report concluded that "the idea that a post-industrial America can become increasingly prosperous as a service-based economy appears to be a dangerous myth . . . If basic industry is allowed to wither, the service sector cannot thrive," the report said.

The Labor Dept. projects that, if current trends continue, services will provide roughly 90% of all new jobs. But this job growth, said *Business Week*, isn't likely to help much in "keeping the U.S. competitive in world markets and raising Americans' standard of living." These new service jobs will, on average, pay less than today's jobs, the report said.

It is said high-paid jobs in "leading-edge technologies, finance, and the professions" will be more than offset by larger numbers of such lower-paid jobs as janitors and clerks.

Continued on Page 37

See accompanying story on opposite page.

ATTENTION

People With Asbestos-Related Diseases

Manville has filed a Plan to compensate asbestos victims. You have a right to vote on that Plan.

Johns-Manville, once the nation's largest producer of asbestos and asbestos products, has been in bankruptcy for the past four years. A plan has been developed to reorganize the corporation and to set up a Trust to provide compensation to current and future asbestos victims.

The Bankruptcy Court has ruled that you have a right to vote on the Plan if you were exposed to Manville asbestos or Manville asbestos products and:

You have filed an asbestos-related health lawsuit against Johns—Manville or any other asbestos producer.

OR

You have not filed a lawsuit, but have an asbestos-related disease which has been diagnosed by a physician.

To get a ballot and Plan materials, contact your lawyer or call toll free 1-800-445-5412 or write to Manville Reorganization, P.O. Box 5851, Denver, Colorado 80217.

If the Plan is confirmed, you will still be able to file a claim for compensation with the Trust, even if you don't vote or are not eligible to vote now but develop an asbestos-related disease in the future. It is very important that all asbestos victims who are eligible to vote do vote on the reorganization.

The court-appointed Asbestos Victims Committee has approved the Plan as being in the best interests of all asbestos victims.

All ballots must be postmarked on or before November 14, 1986.

The Manville Bankruptcy Plan

The Johns-Manville Corporation, once the primary asbestos manufacturer in the U.S., filed for bankruptcy over four years ago. Currently, over 45,000 to 50,000 asbestos victims have lawsuits pending against Manville for causing their diseases. The bankruptcy courts appointed a Victims Committee composed primarily of 19 trial lawyers who represent the present claimants and an attorney, Leon Silverman, to represent future claimants—those who do not yet have asbestos disease but may become sick in the future. They have worked out a plan to reorganize Manville and set up a trust fund and claims facility to compensate victims. The court has ordered them to advertise this plan and allow victims who were exposed to Manville products, such as transite, a chance to vote for or against it. The ad on the accompanying page is part of that information campaign and appeared in newspapers throughout the U.S. the weekend of September 14th, in conjunction with a television and radio ad campaign to inform victims of their right to vote on the plan.

The United Brotherhood of Carpenters and Joiners of America and the AFL-CIO have not taken a position on the Manville reorganization plan and are not recommending a vote either for or against. We are helping to publicize the ballot proposal and to encourage victims to exercise their voting rights on this significant question. While the plan has many merits, it also has its critics and drawbacks. Some of the pros and cons are outlined below. We urge you to weigh the pros and cons carefully and decide for yourself how to vote. It is a difficult but important issue with no easy solutions.

The plan calls for Manville and its insurance carriers to contribute $2.6 billion over the next 28 years into a trust fund for victims. Victims can present their case for compensation to the trustees of the fund and get a quick settlement (within 5–6 months). Victims would no longer have to prove in court that asbestos can cause disease, but would still have to show they were exposed to Manville's asbestos products. The size of the settlement would depend on the extent of the disease, and compounding factors, such as smoking, will most likely influence awards. Lawyers will probably still be necessary to make the best case and get the best awards. Their fees would typically be negotiated with the client as contingency fees paid out of the award money, thus an estimated one-third of the $2.6 billion could go for legal fees. Victims who are not satisfied with the settlement will still have the right to sue, but they will have to sue the trust, not Manville. Whereas in the past victims sued for both compensatory damages (lost wages, medical bills, pain and suffering) and for punitive damages (to punish the company for wrong-doing or misconduct), punitive damages will no longer be available. Although damage awards may therefore be lower, those in favor of this compromise argue that Manville's assets might be ex-

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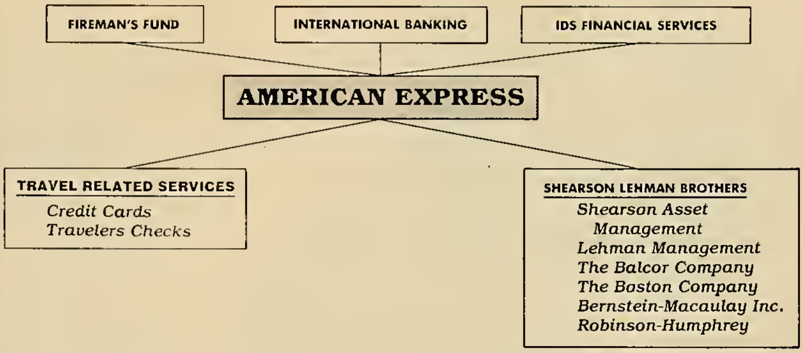


The UBC has been conducting a boycott of American Express services, protesting the corporation's nonunion building projects.

American Express is More than Meets the Eye

Started in 1850, American Express is now the eleventh largest company in the United States, with annual revenues of almost $12 billion, a 1985 profit of $810 million, and over 70,000 employees. With over 20 million credit cards in circulation, most people think of American Express as simply a credit card and travelers check company, but they're much more. Through a number of divisions and subsidiaries, American Express is a multifaceted financial services company involved in world banking, insurance, personal finance, real estate development, investment management, and other businesses.

Union Funds Managed

American Express provides one of the most striking examples of a corporation whose seemingly independent parts combine to become a major force in the investment management area. Subsidiaries of American Express, including Shearson Lehman Bros., The Boston Co., The Balcor Co., Bernstein-Macaulay Inc., and Robinson-Humphrey, all are engaged in the business of managing and investing pension and other benefit funds. These companies manage a combined total of over $70 billion, a significant portion of which is union pension funds.

Personal Financial Services

With the purchase of IDS Financial Services in 1984, American Express has made its move to enter the competitive area of personal financial services. IDS is geared towards the smaller clients, specializing in mutual funds, insurance, investment certificates, annuities, and other investment services.

Real Estate Development

The company's fund management and personal services' subsidiaries are also involved in the area of real estate development and finance. They act as developers, provide construction and permanent financing for new projects, purchase existing buildings, and serve as real estate consultants. American Express' combined operations rank as the twelfth largest real estate developers in the United States.

Let American Express Hear From You . . .

Mr. James D. Robinson, III
Chairman & Chief Executive Officer
American Express Company
World Financial Center
New York, New York 10285

Ottawa Report

UNION MEMBERSHIP UP

Union membership in Canada increased to 3,730,000 as of January 1986, compared with 3,666,000 a year earlier—an increase of 1.7%, according to figures released recently by Labour Canada.

The 1986 membership represented 37.7% of non-agricultural paid workers in Canada—a small decrease from the 39% figure of last year.

The eight largest unions in Canada retained the ranking they established in 1985 and recorded a total net gain in membership.

PENSION FUNDS RESTORED

The Ontario Supreme Court ordered Dominion Stores Ltd. to repay $38 million it took from a pension fund covering 10,000 members of the Retail, Wholesale and Department Store Union. The Ontario Pension Commission had allowed the company to withdraw the funds after the department store chain claimed the pension plan was "overfunded." However, the court ruled that the company's withdrawal was "without authority," because the pension plan was financed through mandatory employee payroll contributions, with Dominion making additional deposits when needed. Workers at the hearing said the company led them to believe that any surplus money in the fund belonged to them.

ALBERTA LAWS ANTI-LABOR?

Recent scenes at Edmonton meat-packing plants have focused national attention on Alberta's labor laws, denounced by labor leaders as the most reactionary in the country.

At the heart of current troubles, however, may be the declining economy and deep-seated anti-union atmosphere in the province, both of which have made bosses more aggressive in dealing with workers.

Dave Werlin, president of the Alberta Federation of Labor says, "The laws are not that much different or worse here than in Ontario or B.C. What is different is that the conservative climate created by this government . . . leads to a different interpretation and application."

DISPLACED WORKERS STUDY

Canada is hosting nine states selected by the U.S. Department of Labor and the National Governors' Association to participate in the second phase of a demonstration project to study how Canada helps dislocated workers.

Employment, training, and economic development officials from Arizona, Arkansas, Iowa, Michigan, New Jersey, New York, Ohio, Vermont, and Wisconsin will spend three days at various sites in Canada for on-the-job training with the Canadian Industrial Adjustment Service.

This demonstration project, jointly sponsored by the Labor Department and the National Governors' Association, was established to disseminate information about the Canadian strategies and policies for assisting displaced workers and to determine whether the Canadian system can be applied effectively at plants in the United States.

The Canadian program, conducted through its Industrial Adjustment Service, is a voluntary system to help coordinate training and outplacement assistance for dislocated workers. This system, based on early intervention and the use of labor-management cooperation, has had a very successful placement rate at a low cost. The objectives of the system are job development and job placement.

Thirty-four states participated in the first phase of the project—an orientation workshop on the techniques used in Canada to assist dislocated workers. Nineteen of those 34 states submitted applications to participate in Phase Two. Of the nine states selected for training sessions in Canada, six will be chosen this Fall for an actual implementation, at a plant site or sites in their own state.

MEDICARE THREAT

The Canadian Health Coalition has sharply criticized the Ontario Medical Association for its support of extra-billing. "We believe the Ontario health insurance system is an important part of Canada's national medicare system," said Guy Adam, CHC chairperson. "The Ontario Medical Association's claim that extra-billing is an asset to Ontario's medicare system is a very real threat to the whole of medicare. Such claims support the incorrect assumption that elimination of extra-billing in all provinces will destroy our national medicare system.

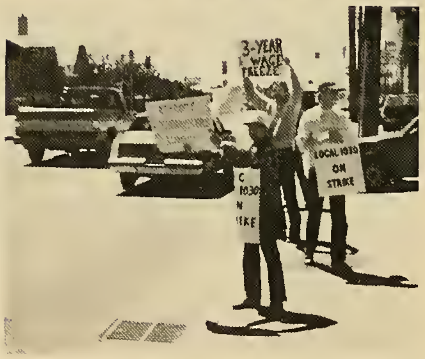
"The actions of the OMA are the real threat to medicare. Extra-billing erodes people's right to health care. If the OMA is really interested in improving Ontario's health care system it should be working to establish more community health centres. In these centres, physicans can spend quality time with their patients working to prevent illness, and would be reimbursed by a salary mode system. Support for and working within community health centres would do away with the issue of extra-billing. Physicians in community health centres are accountable to a community board. This community accountability would alleviate their fear of being government employees," he said.

Adam pointed out that Ontario health care users have been insulted time and time again by OMA claims that medicare is not being eroded by extra-billing.

FIVE WHO STUCK IT OUT AND SUCCEEDED

Union-Busting Efforts by Ontario Lumber, Truss Firms Fail

Four months of strike efforts, including picketlines, boycotts, and negotiations finally resulted in a successful contract for Local 1030 workers at Steenbakkers in Ottawa, Ont.



Local companies and unions considered it a test case when UBC Industrial Local 1030, Ottawa, Ont., took on the J. Steenbakkers Lumber Co. Ltd. and Capital Roof Truss Co. Ltd. in a contract dispute.

It was Local 1030's first strike, and the local business community wondered whether the local union had the strength to survive against a determined anti-union employer.

Four months later, everybody knew they did.

Local 1030's contract with Steenbakkers and Capital Roof Truss expired on Aug. 1, 1985, and, by law, the employees became eligible for strike action last winter.

According to Representative Frank Manoni, employees were being paid $5.50 to $8 an hour, although the company contended that some employees were paid as much as $10 an hour.

The local asked for no changes in the contract language—only a 50¢ per hour wage increase in each of two years.

Steenbakkers told the union it wanted the right to pay employees according to merit rather than the wages provided by the union contract. The company also wanted the union to give up its job security system, which was based upon seniority.

While the contract talks were underway, the company gave $200 bonuses to favored employees. All the elements for union busting were in place.

Last March 24, 22 Steenbakkers employees went on strike to protest the company demands.

In a parallel dispute two former employees of Napean Roof Truss Ltd. appealed to the Ontario labor minister to ensure that they were rehired and paid seven months back wages. Peter and Paul Simmons had been fired for trying to join Local 1030, and the Ontario Labour Relations Board ruled that they were unjustly fired. Steenbakkers, it turned out, was also a silent partner of Nepean Roof Truss Ltd., and Steenbakkers said the two men would be rehired when the dispute with Steenbakkers was settled.

Hubert Steenbakkers, manager of Steenbakkers Lumber Ltd. and Capital Roof Truss Ltd., told the newspapers, "We will hire other employees, if these people stay out."

During the opening days of the strike, the union asked the Ontario Labour Relations Board to order the company to bargain in good faith or resolve the dispute by arbitration.

As the picketing continued, some of the 22-member bargaining unit returned to work. Those who remained out determined to continue the battle, despite the fact that they would only receive $60 a week in strike pay.

Local 1030 asked the Labour Relations Board to investigate complaints that the company refused to bargain with the union's official negotiator, that it tried to get an employee excluded from the union negotiating committee, and that the company wanted a voice in the selection of union shop stewards.

In May Napean police charged the general manager of the strike-bound companies, Hubert Steenbakkers, with assault and mischief. Steenbakkers was charged with assaulting Local 1030 Treasurer Andrew Root in an incident on the picket line.

By that time, only six of the original 22 employees were still on strike. According to the *Ottawa Citizen*, the others either never went on strike or they took jobs elsewhere. The two sides, meanwhile, had made some progress, and further meetings were scheduled after the Labour Board ordered the company back to the bargaining table.

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Accords Reached with Major Forest Products Producers in Northwest

Following contract settlements by members of the Carpenter's Western Council of Lumber, Production, and Industrial Workers and Region III of the International Woodworkers of America with Weyerhaeuser Co., agreements were reached with other large wood product producers in the Pacific Northwest. The agreements covering thousands of Brotherhood and IWA members were negotiated by the U.S. Forest Products Joint Bargaining Board, which is comprised of IWA Regions III and V and the Brotherhood's LPIW and Southern Council of Industrial Workers.

The settlement at Willamette Industries ended a 27-day strike by 1,250 workers at the company's ten mills in the Pacific Northwest where it had implemented its last contract proposal on August 4. Once the strike began on July 21, the striking workers began developing community support for the unions' bargaining position. The efforts resulted in many small businesses in Lebanon, Sweet Home, and Dallas, Ore., posting banners in support of the strikers. The public support of the town's small businesses, granted in recognition of the importance of fair wage standards to the entire community, prompted Willamette to end a program of employer awards in the form of gift certificates redeemable at these community businesses.

The month-long strike at Willamette moved the company off of its efforts to drastically reduce employee vacation entitlements and minimized the necessary wage concessions. The agreement reached at Willamette immediately provided the outline for a settlement at Boise Cascade and Champion International where 4,000 UBC members continued to work under the provisions of the three-year agreement which expired in June.

At Boise Cascade, 2,200 LPIW members at 11 plants in Idaho, Washington, and Oregon approved a new contract by a 62% majority following an earlier rejection. Company modifications of its efforts to limit

Continued on Page 37

Brotherhood's L-P Fight Helps Secure Solid Future in Wood Products Industry

With the recent completion of contract negotiations in the wood products industry, the Brotherhood's future in the industry looks promising. A great deal of the credit for the successful efforts to keep the union companies under contract in these last negotiations rests with the Brotherhood members who have joined in the fight against Louisiana-Pacific over the past three years. Difficult economic conditions in the industry made wage concessions a reality, but strong local leadership, skillful bargaining, and the Brotherhood's commitment to the L-P fight have insured the Brotherhood's future in the forest products industry.

"For over three years, I have been urging Brotherhood members to join in support of our striking members at Louisiana-Pacific and for three years you have responded. This membership response has shown every producer in the forest products industry that we're willing to fight hard to protect our members' livelihoods. We've established a strong deterrence that will serve us well in the future," stated General President Patrick J. Campbell.

"Our task now is to continue to fight L-P," Campbell said. "Our campaign against L-P has taken us down many roads. Brotherhood members have mounted Labor's most effective product boycott, producing a list of over 600 stores that have dropped the company's wood products. We've successfully stalled and blocked company expansion efforts. In coalition with environmental and civic organizations, we've raised serious obstacles to company operations. We've successfully mobilized a significant number of the company's shareholders in support of major corporate changes. Public funding sources for L-P expansion activities in the states have been shutoff, and L-P can expect more of the same," continued Campbell.

BOYCOTT CORPORATE IRRESPONSIBILITY
LOUISIANA-PACIFIC CORP.
GUILTY OF:
BOYCOTT THE UNION BUSTERS
LOUISIANA PACIFIC CORP.
UNFAIR TO LABOR

Controversy Follows L-P

In nearly every town L-P enters, controversy is usually not far behind. The latest L-P problems are in Dawson Creek, B.C., and the towns of Olathe and Kremmling, Colo. L-P demanded and received tremendous economic incentives from the provincial government in British Columbia in exchange for a commitment to build a new waferboard plant in the province. The government give-away package is presently the subject of legal challenges from community groups and the International Woodworkers of America, which represents workers at nearby plywood mills.

In Colorado, L-P has been brought before the State Environmental Commission for the second time, following the issuance of new citations for the emissions of air pollutants at its two state-of-the-art waferboard plants in the state. The two mills will be closed if the company does not implement effective abatement measures.

In Sierra County, Calif., where L-P has attempted to build a major waferboard plant, litigation by the UBC Local 3074 has blocked construction of the plant. Local Business Agent Gerry Dunkly reports that recent favorable decisions in the case pose serious obstacles to L-P's construction efforts.

L-P Acquisitions Planned

L-P recently announced that it was making two major acquisitions of timberland in Northern California, East Texas, and Louisiana. The company has proposed to buy 98,000 acres of timberland and a sawmill in Calpella, Calif., and the operations of Santa Fe Southern Pacific Corporation's Kirby Forest Industries Inc., including 650,000 acres of timberland and their operating plants in Texas and Louisiana. L-P, which in the past has relied heavily on public timber, appears interested in securing its own timberbase. Litigation and administrative appeals of Forest Service timber sales in Colorado in which the Brotherhood has participated have prevented L-P from cutting any public timber for its Colorado operations.

Boycott Commitment Continues

"It's rare that a union commits itself to waging a campaign against a company or contractor as long as we have with L-P, but that's what makes the Brotherhood different," stated Campbell. "We've demonstrated staying power and determination which will serve us well in all our fights. The boycott efforts have been very successful, and I urge your continued support. L-P wood products are distributed nationally, so everyone can get involved. To those who have supported the boycott, we need your continued support, and those who have not conducted boycott activity must join this effort," urged Campbell.

Those who need assistance in starting boycott activity should contact the Special Programs Department in the Genral Office. Instructions and handbilling materials will be provided. UBC

Campbell, Housing Trust Condemn Dismantling FHA Program

The trustees of the AFL-CIO Housing Investment Trust in session in Chicago, with UBC General President Patrick J. Campbell in attendance, fourth from left. AFL-CIO Secretary-Treasurer Thomas R. Donahue, in the right rear, leads the discussion.

The Housing Investment Trust, a joint labor-management organization set up to create affordable housing and jobs for union members, has expressed deep concern over the Reagan Administration's efforts to weaken or dismantle the Federal Housing Administration's mortgage insurance program.

UBC President Pat Campbell, a trustee, listed some of the Administration's recommendations: "Such proposals have included the possible sale of FHA assets and transferring FHA mortgage insurance programs to private business concerns, disproportionate cuts in the FHA budget and its staff, disallowing closing costs as part of a mortgage package, arbitrary limitations on the income of organizations participating in the FHA programs, and efforts to limit the authorizations of the Government National Mortgage Association."

The HIT board of trustees unanimously adopted a resolution condemning the Reagan Administration proposals. The resolution said, in part: "The FHA has helped millions of American families to find decent, affordable housing and achieve the American dream of home ownership while producing substantial net revenues for the federal government.

"Home ownership and decent, affordable housing are a basic American value and privilege."

The HIT trustees called upon all Americans who have benefited from FHA in purchasing their homes or plan to purchase a home in the future to voice their concern and join in resisting attempts to dismantle FHA.

Housing Investment Trust produced an annual return on investments of 16% between Oct. 1, 1984, and June 30, 1986, while meeting its primary goal of creating jobs for union members ands affordable housing, the AFL-CIO Executive Council was told.

The assets of the fund during that period increased by 37.9% to $145,916,750 while its ratio of expenses to average net assets was cut in half from 1.4% to seven-tenths of 1%.

In detailing the fund's success to the Executive Council, HIT officers announced that its board is continuing efforts to set up a parallel trust fund for commercial and industrial real estate. Negotiations are proceeding with a major Washington bank toward establishing such a new trust fund, which, like the housing trust, would help create jobs for union members.

Building Trades Goes Public on Toyota Construction

The AFL-CIO Building and Construction Trades Department continues to work in Kentucky to ensure that Toyota builds its proposed assembly plant in Georgetown keeping in mind the best interest of all Kentuckians.

Toyota, a Japanese company, plans to build a plant in the United States, in Kentucky, to assemble automobiles from parts made in Japan by Japanese workers. The Japanese construction company Ohbayashi, serving as general contractor for Toyota, offered a "peace" contract to the construction unions that proposed that the contractors decide what wages would be paid, what hours would be worked, who would do what work, and who would be hired and fired, without any recourse. And Toyota demanded tax exemptions and subsidies amounting to several hundred million dollars.

The Commonwealth of Kentucky has already promised to spend $125 million of the taxpayer's money for the plant, money which has to be borrowed with an actual cost that may exceed $200 million. And that's just for starters.

What it seems to come down to is that Toyota wants the freedom to build a new auto plant with the taxpayers paying the bill for about a $400 million incentive package. At the same time Toyota refuses to negotiate a project agreement with the Kentucky State Building and Construction Trades Council.

The Building and Construction Trades Department has now taken the message about Toyota public. There have been television ads, newspaper ads, flyers, leaflets—and massive coverage by the media. Many Labor Day rallies emphasized the importance of a project agreement to the ongoing health of the unions.

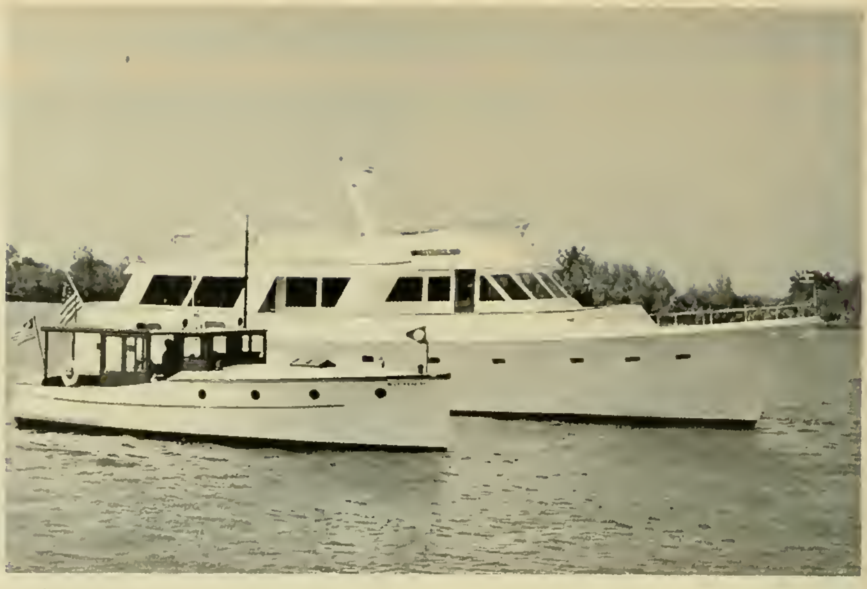
To ensure that the Toyota deal is in the best interests of everyone in the state, the Building Trades has challenged aspects of the state package in court, and is preparing to ask the legislature to reopen their considerations of the project and work out a financial package that serves everyone.

Kentuckians are urged to write to their state legislators to ask them to open an inquiry on the Toyota deal. They can also help by contacting the Kentucky State Building and Construction Trades Council and finding out what kind of assistance they can give in making Toyota consider the needs of the workers. For information: Jerry Hammond, Executive Secretary/Treasure, KSBCTC, P.O. Box 445, Main Post Office, Frankfort, KY 40602.

Building Trades President Robert A. Georgine has issued a letter for the Kentucky union membership reminding them that "Your Solidarity is essential to our having another accomplishment to celebrate next Labor Day."

HOME OF
Stephens Yachts

A view from the water, above: Home of Stephens Yachts in Stockton. Below top, Local 1618 Steward David Barge and Business Rep. Cal McNeely confer at Stephens Marine. Below middle and bottom, UBC craftwork is showcased in company photographs of the fine woodworking in a yacht bedroom and kitchen.



A photo exhibit in 1982 at The Haggin Museum in Stockton, Calif., on Stephens Pleasure Craft dubbed this photo "The Oldest and Newest." The 1925 Graceta, *36 feet by 11 feet by 3 feet, 125 horsepower, is shown next to the 1982* Iwone, *74 feet by 18 feet by 4.6 feet, 1300 horsepower, revealing the contrasts in products of the Stephen Yard over nearly six decades. The* Graceta *is a familiar sight in Stockton waters; the* Iwone *was shipped to Hong Kong.*

STEPHENS BROS
BOAT BUILDERS
AND
Designers
Stockton, California
Yosemite St. and Stockton Channel

Now Stephens Marine, It's Shipbuilding and UBC Craftwork At Its Finest

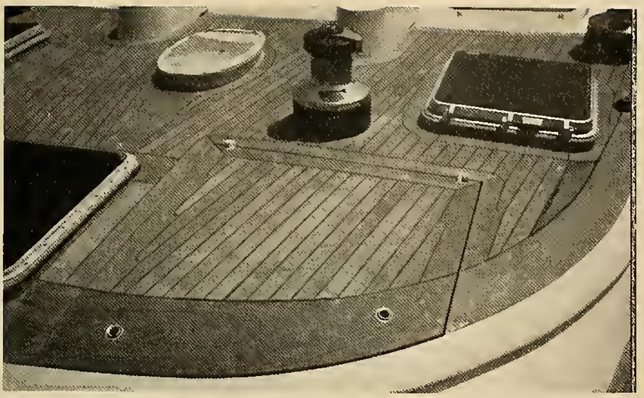
Great shipbuilding is an over-century-old tradition in Stockton, Calif. The city's oldest industry, begun in 1850, is being carried on today by Stephens Marine Inc., one of the finest custom-boat builders in the world, with the help of UBC members.

Founded in 1902, the firm, having produced over 2000 boats, is possibly better known than the city itself. In the formative years, before 1920, river tugs, barges, and commercial passenger launches gave the founding Stephens brothers, Roy and Theodore, a base of experience to build on for later specialization. To date, besides custom motor and sailing yachts, Stephens has produced stock cruisers and runabouts, navy minesweepers, army tugs, and aircraft rescue boats.

The firm, originally named Stephens Brothers, focused from the start on producing lasting boats and establishing a lasting reputation. "That this ambition is realized," a 1929 company brochure read, "is evidenced by the boats that were built 20 to 25 years ago—still sound and in operation often times wearing out a couple of motors but still good for many years' hard service."

The Stephens boys developed a fascination for boats early; their father was the proprietor of a fruit-shipping business. Their first boat, the 33-foot centerboard sloop *Dorothy*, was launched in 1902, with the quality of construction highly praised in the San Francisco, Calif., *Pacific Rural Press*. Since that time, a primitive boat-building facility on a partly-sunken barge near the north bank of Stockton has grown to three main buildings and three sets of ways, comprising around 45,000 square feet.

While the company has always been most closely identified with motor craft, some great days of sailboat building were Stephens in the late 1930s when extensive interest in auxiliary-powered cruising sailboats was generated among San Francisco medical professionals. And Stephens Marine is back in the news this year with sailboat building,



turning out the 12-meter *USA*, the first San Francisco boat to challenge for the America's Cup race, to be held Jan. 31, 1987, off the coast of Australia.

In 1951, the *Westlake*, an outstanding 85-foot custom yacht was built for a well-known area developer by Stephens, the largest motor yacht built on the West Coast in a generation. During the Korean War, the largest vessels ever built at the yard were constructed—16 145-foot minesweepers for the Navy. In addition, 10 80-foot training vessels were produced for the Naval Academy at Annapolis.

By the early 1960s, Stephens was building an average of 15 boats a year. The company expanded its territory by opening a sales office in Miami, Fla. In 1966, the switch from wood to aluminum for hulls and most superstructure parts was made. The last all-wood boat, the 50-foot power cruiser *Coquette*, was launched in 1974. In 1976, the first Stephens-built yacht was sold to a European customer—the 92-foot *Mania II* to Greece.

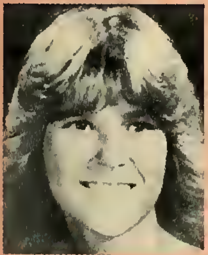
Exquisite deck work by Brotherhood craftsmen is pictured above; right, one of the sets of ways where boats can be raised and lowered out of the water with a boat in progress.

Now in its 84th year, the firm typically has a maximum of three large boats under production at one time. Each boat takes a minimum of 18 months ot build; Stephens Marine now builds only custom yachts of 65-foot or more in length.

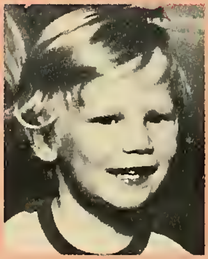
The UBC has proudly been on board at Stephens for over 30 years. Currently 12 members of Millmen and Industrial Carpenters Local 1619, Sacramento, Calif., turn out the classic clean-lined decking and interior woodworking that has contributed to making Stephens Marine such a worldwide well-respected name in the boating industry. UBC

Missing Children

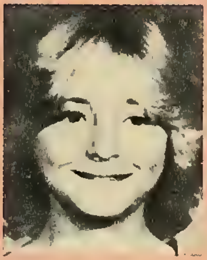
If you have any information that could lead to the location of a missing child, call The National Center for Missing and Exploited Children in Washington, D.C., 1-800-843-5678



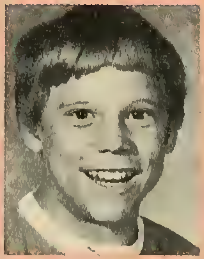
Lisa Darrah Swope, 22, has been missing from her home in Maryland since December 20, 1981. She has blond hair.



Tyler Inman, 7, has been missing from his home in Washington since December 12, 1982. He has blond hair and blue eyes.



Charlotte Kinsey, 18, has been missing from her home in Oklahoma since September 26, 1981. She has blond hair and brown eyes.



Brian Byle, 17, has been missing from his home in Arizona since February 28, 1981. He has brown hair and brown eyes.

Labor News Roundup

Women can collect New York's Garbage

In New York, N.Y., job barriers based on sex took the most strenuous pummeling in Gotham's recent history when a Manhattan judge cleared the way for the hiring of the first women garbage collectors in the city's history. The judge rejected a proposal by the Uniformed Sanitationmen's Association to drop the names of 44,367 candidates, including 1,700 women. The union said it would appeal; their jobs pay $23,600 as an entry level scale. The women will start their training immediately with the entry-level scale.

St. Louis area reads union billboards

"Unions Work" is the message that the Greater St. Louis, Mo., Labor Council is getting across to residents through a new media campaign.

The council and 20 area unions launched the campaign with two packages of billboards and radio spots to maximize public exposure to the union message for the least cost.

For $2,500, unions can buy billboard space and 24 radio spots for a month. For $950, unions get a billboard and 12 radio spots. Both include identification of the sponsoring local.

Council President Bob Kelly said complimentary calls on the campaign have been pouring in from union members, who express pride in hearing the spots.

Ventilation standards set in California

The California Occupational Safety and Health Administration Standards Board adopted the nation's first minimum ventilation standard for buildings to require minimum levels of fresh air in sealed buildings. The standard was a major victory for the coalition of unions, community, and health organizations, and health care professionals which first petitioned for it almost four years ago.

Court upholds vacation earned on daily basis

The U.S. Supreme Court, ruling on a case initiated by the California Hospital Association and other employer groups, decided that employees earn vacation benefits on a daily basis. The high court upheld a 1985 decision by the U.S. Appeals Court that paid vacations are earned benefits, which are state-regulated, and are not governed by federal pension law. This means that employers who set vacation eligibility date requirements must pay for earned vacation benefits if employees leave their jobs or are terminated before the eligibility date.

SEIU gets first contract at Hyatt New Orleans

Thanks to solid labor backing and the support of hundreds of allied organizations and individuals, the boycott of the Hyatt-Regency New Orleans by the Service Employees has been successful. In July the hotel signed a first contract with SEIU Local 100, and the workers there now have a chance at the kind of wages, benefits, and working conditions they deserve. The contract marks the end of a five-year struggle

Union employees more satisfied with tangible rewards

When compared to all non-union employees, those in unions registered less satisfaction in many important aspects of the National Survey of Employee Attitudes (NSEA) conducted by Sirota and Alper Associates and co-sponsored by *Business Week*.

"These figures, however, while accurate, may not provide an accurate picture, because the union group contains mostly non-exempt employees while the non-union group contains a mix of non-exempt and exempt employees," noted Dr. David Sirota, chairman of the management consulting firm, which specializes in employee and attitude research. "When only union and non-union non-exempt are compared, a different picture emerges.

"Non-union non-exempts register greater satisfaction on dimensions such as top management, upward communications, and job challenge. Union non-exempts are markedly more satisfied with the tangible rewards of worklife—especially pay and benefits—and they plan to stay with their companies longer. The two groups are quite similar in all other respects."

Perdue Farms looks for non-union labor climate in Virginia

Perdue Farms Inc., a major producer of poultry on the East Coast, is planning to build a deboning plant in the area of Emporia, Va. A representative of the company told the *Richmond (Va.) News Leader* that the company could employ 2,000 workers within five years.

A representative of Perdue also told the newspaper that the company wants at least a 3-to-1 ratio of applicants to jobs. The area is favored because "it has everything Perdue is looking for—low tax rates, a nonunion labor climate, a source of unskilled workers, and close proximity to its distribution center."

Machinists and El Al settle strike

The 27-month machinists strike against El Al Israel Airlines has been settled, IAM President William W. Winpisinger has announced. The AFL-CIO Executive Council, therefore, requested El Al be removed from labor's "Don't buy" list.

Legal strike action against the Israeli-owned airline began in March 1984. A three-year wage freeze, the right to contract work out, and across-the-board cuts in benefits were among demands of El Al in an attempt to decertify the IAM as bargaining agent.

Through the cooperation and assistance of Histadrut (the Israeli labor federation), the AFL-CIO, and other supportive groups, an agreement has been reached and the contract ratified.

100th anniversary of AFL founding marked in 1986

At a convention in Columbus, Ohio, in 1886, the American Federation of Labor was formed as successor to the Federation of Organized Trades and Labor Unions, which had been organized in 1881.

Other trade unions which had failed to gain autonomy within the ranks of the rival Knights of Labor joined the new federation. The Knights, formed in 1869, soon were eclipsed by the AFL.

At first, the AFL was composed mainly of unions of printers, carpenters, cigarmakers, iron and steel workers, and iron molders. Over the next 12 years, it slowly doubled its original membership of 138,000.

Following a successful coal strike in 1902, the United Mine Workers became the largest affiliate of the AFL.

LOCAL UNION NEWS

B.C. Letter Calls for Strong Stand

In an innovative move, the British Columbia Provincial Council of Carpenters has sent letters to its members to make clear the situation Construction Labour Relations Association contractors have created in the province.

The members had previously voted overwhelmingly to strike if necessary to protect wages, working conditions, health and pension plans, apprenticeship training, and other long-established industry conditions. The contractors forced the strike by refusing to negotiate "anything other than massive cuts to our collective agreement."

The letter reminded members to stand firm in their resolve to work for a return to fair wages in B.C. "To achieve this we are all going to have to stick together . . ." It reinforces, once again, the time-proven credo of trade unionism, "in union there is strength."

Norfolk Firm and Local 2987 Sports Minded

Raymond Berry, who now coaches a professional football team, the New England Patriots, and was at one time an all-star Baltimore Colt, was a Wilson award recipient. He is shown here, second from left, talking to Local 2987 members in the plant.

Members of UBC Local 2987, Norfolk, Va., are actively engaged in a local sports program, as is their employer, the J.G. Wilson Corp. The company, which has manufactured rolling doors for more than a century, periodically presents awards to "Sports Champions for a Better America," recognizing prominent athletes and their "commitment to excellence both in personal life and contributions to American citizenship." Many outstanding athletes have visited the Norfolk plant.

Members of the local union serve as sponsors and coaches of Little League teams and other sports organizations in their spare time.

Local 142 Marks 100th Birthday

The 100th anniversary of Local 142, Pittsburgh, Pa., was celebrated at a banquet and dance at the Hilton Hotel and Towers with 1,200 guests in attendance. General President Patrick Campbell and Senator John Heinz were the evening's principal speakers and honored guests. Among the other speakers and guests were First General Vice President Sigurd Lucassen, Congressman Doug Walgren, and Don Mosites, president of the Master Builders Association of Western Pennsylvania.

Robert P. Argentine, recording secretary and banquet committee chairman, presents General President Campbell with a laminated gavel made by Anthony Cruny of Local 142.

David Brown, a past president of the local, was presented with a Golden Hammer Award for his 70 years of dedicated service as a union carpenter. Brother Brown has been a UBC member for 65 years; before that, he was an Amalgamated member. General President Campbell and First General Vice President Sigurd Lucassen are pictured with him.

Loggers, Moose In Newfoundland Fire

Members of Loggers' Local 2564, Grand Falls, Nfld., have added two more requirements to their job description: ability to fight fires and ability to act as surrogate mothers to orphaned animals.

Rocky Brook Logging Camp, which is operated by Abitibi Price Inc., was the sight of a recent fire. Due to the heroic efforts of UBC members working there, the camp was not destroyed, but two baby moose calves were separated from their mothers by the blaze. While waiting for wildlife officials to come to the camp, three loggers took charge of the care and feeding of the animals.

Abitibi loggers had already earned their reputation as good firefighters, now their interest in wildlife and conservation has been demonstrated as well.

Newfoundland loggers, from left, Howard Toms, Morris Burt, and Robert Cooze gave tender loving care to baby moose calves rescued from a fire near the Rocky Brook Logging Camp.

Logging equipment was parked in the lake to save it from the fire.

Camp Contributions

$1000
Building
Trade
Unions
contributions
to
Pine Tree
Camp

Local 320, Augusta-Waterville, Me., members working on the Rust Engineering Co. job at the S.D. Warren-Scott Paper Co., Skohegan, Me., have exceeded their goal of $1,000.00 in contributions for the Pine Tree Camp. The final tally was $1,581.41 for the camp for crippled children in Rome, Me. Pictured, with the sign touting their achievement are, from left, Millwright Shop Steward Parker Smith and Carpenter Shop Steward Jay Guber.

Dumoulin Honored

The executive committee and membership of Millwright Local 2182, Montreal, Que., recently presented a souvenir plaque to International Representative Guy Dumoulin, memorializing the local union's emergence from supervision effective February 1986. Shown from left are Business Representative Germain Parenteau, Guy Dumoulin, and President Jean Guy Godin.

Lors de la réunion mensuelle du 20 Mai 1986, l'exécutif et les membres du Local 2182, Millwrights, Montréal, Québec, Canada, remettaient une plaque souvenir au Confrère Guy Dumoulin pour souligner la levée de la Tutelle du ler Février 1986. Photo: De Gauche à droite: Le Confrère Germain Parenteau Gérant d'Affaires, Guy Dumoulin, Jean Guy Godin Président.

Be a part of your union. Attend local union meetings.

Safety Hazards on Texas Council Agenda

A featured speaker at the 10th Annual Convention of the Texas Council of Industrial Workers in Dallas was UBC Director of Safety and Health Joseph L. Durst. His presentation on the identification of safety hazards was well received by those in attendance. Durst is pictured, above left, with delegates to the convention. At right is Al Spring, director of the UBC Southwest Organizing Office.

Stewards Train in Hammond, Indiana

Steward training for Local 599, Hammond, Ind., was recently conducted by Greg Martin, international representative, and Bob Novak, business agent. The group of stewards also viewed the film "The Inheritance."

Pictured above, front row, from left, are the instructors and their newly trained stewards, Martin, Frank Depriest, Novak, Jim Hornak, Ray Lukowski, Dan Brown, Greg Argentine, and Al Ovaret.

Middle row, from left, are John Childers, John Hoffman, Tim Socket, Glenn Flaherty, Fred Tomkutonis, Dan Hernandez, Chuck Koepe, "Chief" Enright, Tom Perez, Tom Drutis, Chuck Puntillo, and Gene Johnson.

Back row, from left, are Tom Childers, Al Michael, Matt Stoffregen, Walt Sosnowski, Mike Wagner, Paul Nelson, Rich Polus, and Dennis Benoit.

Steward Training in Bloomingburg

Construction steward training certificates were recently issued to 25 members of Local 255, Bloomingburg, N.Y. The members who participated are pictured above, including Joseph Moliterno, Robert D. Beebe, Kenneth J. Fraley, Thomas N. Karnavezos, Steven Bloom, Bradley Todd, Robert W. Todd, Bruce D. Mungoven, Leonard E. Smith, Joseph M. Ogrodnick, Arthur L. Sojka Jr., David Maher, Sean Moriarty, Philip R. Thompson, Peter A. Karnavezos, Louis Dodd, Timothy T. Costello, George M. Owens, Edward F. Chain, Curtis Ray Luster, Stanley Freer, Jeff L. Powell, Robert Lee Tarnay, Nicholas A. Piperato, and Harold M. Day.

Blueprint for Cure Donations Can Help Science Solve Several Health Puzzles

UBC-Building Trades Drive Shows Continued Progress

In recent weeks, medical scientists have received new encouragement in their search for a cure for diabetes. Organ transplant research has offered new clues to the disease.

Using new techniques to trick the human body's immune system into accepting foreign tissue and transplanted organs has apparently cured diabetes in some test animals.

The type of diabetes cured in these laboratory tests is the so-called Type I, which afflicts one million Americans. Type I victims require daily insulin injections for their entire lifetime.

Victims of Type II diabetes, which affects about 10 million Americans, produce small amounts of insulin naturally in their bodies, but they cannot use it effectively. They are generally treated through drugs, diet, and exercise.

Both types can lead to such complications as heart attacks, kidney failure, blindness, and limb amputation, but these are more common and more severe with Type I. Type I is so devastating, in fact, that researchers have long sought ways to transplant islet cells, called Islets of Langerhans, to cure rather than simply treat the disease.

In the past year and a half, research with islet transplants has not only held promise in diabetes research but seems to indicate ways of making human organ transplants more assured.

To further the research, the United Brotherhood and other Building Trades unions continue their drive for funds to build and equip the Diabetes Research Institute on the campus of the University of Miami at Miami, Fla.

UBC President Patrick J. Campbell urges readers of *Carpenter* to continue their support.

Recent contributions for Blueprint for Cure have been received from the following:

Groups and Individuals

Third District Millwright Conference
Anthony P. D'Andrea
Richard Hutchinson
Francis M. Lamph
Student Council of Corey School
Copeland Surveying, Inc.
Bertrand K. Barker
Carl J. Brown
Edwin B. Deveau
Elmer Henning
Brian Morse
In Memory of Alvin Heaps
The Marley Company
Valco Associates, Inc.

Councils

Mid-Atlantic Industrial Council
Willamette Valley District Council
Wisconsin River Valley District Council

Local Unions

54, Chicago, Illinois
60, Indianapolis, Indiana
80, Chicago, Illinois
100, Muskegon, Michigan
125, Miami, Florida
469, Cheyenne, Wyoming
558, Elmhurst, Illinois
829, Santa Cruz, California
839, Des Plaines, Illinois
1310, St. Louis, Missouri
1338, Charlottetown, P.E.I.
1418, Lodi, California
1693, Chicago, Illinois
1764, Marion, Virginia
2750, Springfield, Oregon

Check donations to the "Blueprint for Cure" campaign should be made out to "Blueprint for Cure" and mailed to General President Patrick J. Campbell, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave. N.W., Washington, D.C. 20001.

Manville Bankruptcy

Continued from Page 9

hausted by punitive awards to the earliest plaintiffs, leaving insufficient funds to compensate other victims.

In addition to the $2.6 billion, 80% of Manville stock will be owned by the victims and up to 20% of their profits will also be contributed into the trust. Critics of the plan argue that while present claimants may be able to get quicker settlements, the awards will be inadequate and there may not be enough money to pay future claimants. There are expected to be at least 100,000 victims filing claims against the trust fund assets totalling about $2.6 billion. Therefore average payments cannot be more than about $26,000, which is not a lot of money when the cost of medical care is considered. If some victims win larger sums by suing the trust or there are more than 100,000 claimants, even less money will be available for future claims. On the other hand, if the plan is rejected and the company is completely liquidated, future claimants may get even less—or nothing.

For further information about the plan or eligibility to vote, you may contact the Victims Committee at their toll-free number listed in the notice, contact your attorney, or write to the UBC Department of Occupational Safety and Health for a copy of a memo discussing the plan.

More Contributors To L-P Strike Fund

Local unions and individual members continue to support the "Adopt an L-P Striker" Fund. The following contributors have been added to the list since our full-page report in the June *Carpenter*:

155, Plainfield, New Jersey
460-L, Oxnard, California
543, Mamaroneck, New York
1042, Plattsburg, New York
1385, Espanola, New Mexico
1635, Kansas City, Missouri
1739, St. Louis, Missouri
2053, Plainview, Texas
2104, Dallas, Texas
2182, Montreal, Quebec
2743, Woodville, Texas
2848, Dallas, Texas
Central New Jersey District Council
Mid-Atlantic Industrial Council
Texas Industrial Council
Retirees Club 15, Chattanooga, Tennessee
Clarence Briggs
Betty Petzak
Peter E. Terzick
B. R. Upton

Contributions should be sent to: L-P Strikers Fund, 101 Constitution Ave., N.W., Washington, D.C. 20001.

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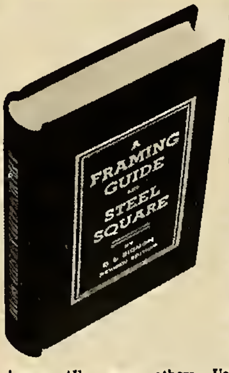

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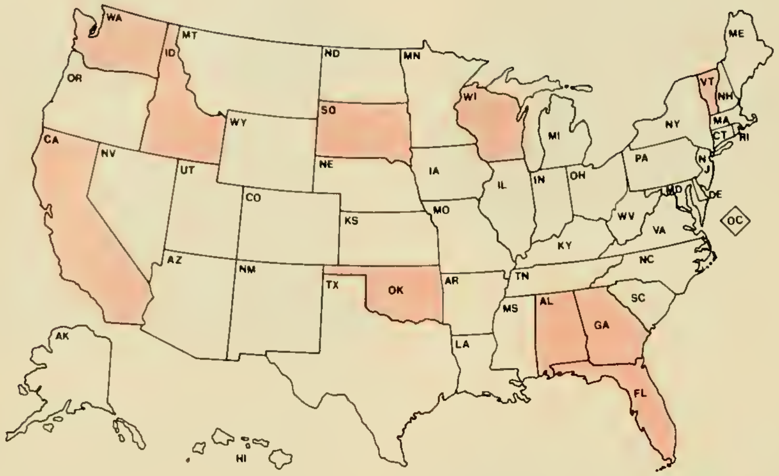


Overall 1985 voting record for candidates on our union scorecard, rated for or against the best interests of our members, our families.

DOES THIS REPRESENT YOU?

Think about it . . . vote for labor's best interests.

Senator Jeremiah Denton's (R-Ala.): 90% against labor

- Against extending desperately-needed unemployment benefits for 400,000 long-term jobless workers (April 3, 1985)
- Against continued Davis-Bacon Act protections of building and construction workers' wages and standards (June 4, 1985)
- Against restoring funds cut from a range of major education and job-training programs (May 9, 1985)
- Against $220 cost of living adjustment (COLA) for Social Security recipients (May 9, 1985)
- Against restoring funds cut from Medicare program for the elderly (May 9, 1985)
- Against adequate funds for education, transportation, job training, Social Security, Medicare, and other programs vital to working families, the elderly, and the needy (May 9, 1985)
- Against requiring payment of at least a minimum tax by thousands of *profitable* corporations that now dodge taxes entirely (May 9, 1985)

Vote for Richard Selby

Senator Paula Hawkins' (R-Fla.): 68% against labor

- Against extending needed unemployment benefits for 400,000 long-term jobless workers (April 3, 1985)
- Against rational budget policy that protects basic programs that help average Americans and the needy (Oct. 9, 1985)
- Against continued Davis-Bacon Act protections of building and construction workers' wages and standards (June 4, 1985)
- Against requiring payment of at least a minimum tax by thousands of *profitable* corporations that now dodge taxes entirely (May 9, 1985)
- Against $220 cost of living adjustment (COLA) for Social Security recipients (May 9, 1985)
- Against restoring funds cut from Medicare program for the elderly (May 9, 1985)

Vote for Bob Graham

Senator Steve Symms' (R-Idaho): 98% against labor

- Against limiting flood of imported manufactured products that's already wiped out more than 3.5 million of America's best-paying industrial jobs (Nov. 13, 1985)
- Against extending desperately-needed unemployment benefits for 400,000 long-term jobless workers (April 3, 1985)
- Against adequate funds for education, transportation, job training, Social Security, Medicare, and other programs vital to working families, the elderly, and the needy (May 9, 1985)
- Against key job-creating program that helps finance needed road repairs, water/sewer system projects, education, and health facilities (Nov. 1, 1985)
- Against continued Davis-Bacon Act protections of building and construction workers' wages and standards (June 4, 1985)
- Against $220 cost of living adjustment (COLA) for Social Security recipients (May 9, 1985)
- Against restoring funds cut from Medicare program for the elderly (May 9, 1985)
- Against restoring funds cut from a range of major education and job-training programs (May 9, 1985)
- Against requiring payment of at least a minimum tax by thousands of *profitble* corporations that now dodge taxes entirely (May 9, 1985)

Vote for John Evans

Senator Mack Mattingly's (R-Ga.): 92% against labor

- Against extending desperately-needed unemployment benefits for 400,000 long-term jobless workers (April 3, 1985)
- Against adequate funds for education, transportation, job training, Social Security, Medicare, and other programs vital to working families, the elderly, and the needy (May 9, 1985)
- Against key job-creating program that helps finance needed road repairs, water/sewer system projects, education, and health facilities (Nov. 1, 1985)
- Against continued Davis-Bacon Act protections of building and construction workers' wages and standards (June 4, 1985)
- Against $220 cost of living adjustment (COLA) for Social Security recipients (May 9, 1985)
- Against restoring funds cut from Medicare program for the elderly (May 9, 1985)
- Against requiring payment of at least a minimum tax by thousands of *profitable* corporations that now dodge taxes entirely (May 9, 1985)

Vote for Wyche Fowler

Senator Don Nickles' (R-Okla.): 98% against labor

- Against limiting flood of imported manufactured products that's already wiped out more than 3.5 million of America's best-paying industrial jobs (Nov. 13, 1985)
- Against extending desperately-needed unemployment benefits for 400,000 long-term jobless workers (April 3, 1985)
- Against adequate funds for education, transportation, job training, Social Security, Medicare, and other programs vital to working families, the elderly, and the needy (May 9, 1985)

Senator Pat Leahy's (D-Vt.) overall voting record for 1985 on our union scorecard: 83% for the best interests of our members, our families—one of the best records in the entire Senate

- For funding to help unemployed workers maintain their health care insurance (April 11, 1984)
- For limiting the flood of imported manufacturing products that's already wiped out more than 3.5 million of America's best-paying industrial jobs (Nov. 13, 1985)
- For extending desperately-needed unemployment benefits for 400,000 long-term jobless workers (April 3, 1985)
- For continued Davis-Bacon Act protection of building and construction workers' wages and standards (June 4, 1985)
- For rational budget policy that preserves basic programs for average Americans and the needy (Oct. 9, 1985)
- For needed $220 cost of living adjustment (COLA) for Social Security recipients (May 9, 1985)
- For requiring payment of at least a minimum tax by thousands of *profitable* corporations that now dodge taxes entirely (May 9, 1985)
- For restoring funds cut from Medicare program for the elderly (May 9, 1985)
- For restoring funds cut from a wide range of major education and job-training programs (May 9, 1985)

- Against key job-creating program that helps finance needed road repairs, water/sewer system projects, education, and health facilities (Nov. 1, 1985)
- Against continued Davis-Bacon Act protections of building and construction workers' wages and standards (June 4, 1985)
- Against $220 cost of living adjustment (COLA) for Social Security recipients (May 9, 1985)
- Against restoring funds cut from Medicare program for the elderly (May 9, 1985)
- Against restoring funds cut from a range of major education and job-training programs (May 9, 1985)
- Against requiring payment of at least a minimum tax by thousands of *profitable* corporations that now dodge taxes entirely (May 9, 1985)

Vote for James Jones

Senator James Abdnor's (R-S.D.): 76% against labor

- Against limiting flood of imported manufactured product that's already wiped out more than 3.5 million of America's best-paying industrial jobs (Nov. 13, 1985)
- Against extending desperately-needed unemployment benefits for 400,000 long-term jobless workers (April 3, 1985)
- Against adequate funds for education, transportation, job training, Social Security, Medicare, and other programs vital to working families, the elderly, and the needy (May 9, 1985)
- Against continued Davis-Bacon Act protections of building and construction workers' wages and standards (June 4, 1985)
- Against $220 cost of living adjustment (COLA) for Social Security recipients (May 9, 1985)
- Against restoring funds cut from Medicare program for the elderly (May 9, 1985)
- Against restoring funds cut from a range of major education and job-training programs (May 9, 1985)
- Against requiring payment of at least a minimum tax by thousands of *profitable* corporations that now dodge taxes entirely (May 9, 1985)

Vote for Tom Daschle

Senator Slade Gorton's (R-Wash.): 80% against labor

- Against limiting flood of imported manufactured products that's already wiped out more than 3.5 million of America's best-paying industrial jobs (Nov. 13, 1985)
- Against adequate funds for education, transportation, job training, Social Security, Medicare, and other programs vital to working families, the elderly, and the needy (May 9, 1985)
- Against key job-creating program that helps finance needed road repairs, water/sewer system projects, education, and health facilities (Nov. 1, 1985)
- Against continued Davis-Bacon Act protections of building and construction workers' wages and standards (June 4, 1985)
- Against $220 cost of living adjustment (COLA) for Social Security recipients (May 9, 1985)
- Against restoring funds cut from Medicare program for the elderly (May 9, 1985)
- Against restoring funds cut from a range of major education and job-training programs (May 9, 1985)

Vote for Brock Adams

ELECTION DAY: NOV. 4th

Senator Alan Cranston's (D-Calif.) overall voting record for 1985 on our union scorecard: 92% for the best interests of our members, our families—one of the best records in the entire Senate

- For funding to help unemployed workers maintain their health care insurance (April 11, 1984)
- For start-up program permitting affordable after-school child day care services in existing school facilities (June 27, 1984)
- For extending desperately-needed unemployment benefits for 400,000 long-term jobless workers (April 3, 1985)
- For continued Davis-Bacon Act protection of building and construction workers' wages and standards (June 4, 1985)
- For rational budget policy that preserves basic programs that help average Americans and the needy (Oct. 9, 1985)
- For needed $220 cost of living adjustment (COLA) for Social Security recipients (May 9, 1985)
- For requiring payment of at least a minimum tax by thousands of *profitable* corporations that now dodge taxes entirely (May 9, 1985)
- For restoring funds cut from Medicare program for the elderly (May 9, 1985)
- For restoring funds cut from a wide range of major education and job-training programs (May 9, 1985)

Senator Robert Kasten's (R-Wisc.): 80% against labor

- Against extending desperately-needed unemployment benefits for 400,000 long-term jobless workers (April 3, 1985)
- Against continued Davis-Bacon Act protections of building and construction workers' wages and standards (June 4, 1985)
- Against restoring funds cut from a range of major education and job-training programs (May 9, 1985)
- Against $220 cost of living adjustment (COLA) for Social Security recipients (May 9, 1985)
- Against restoring funds cut from Medicare program for the elderly (May 9, 1985)
- Against adequate funds for education, transportation, job training, Social Security, Medicare, and other programs vital to working families, the elderly, and the needy (May 9, 1985)
- Against requiring payment of at least a minimum tax by thousands of *profitable* corporations that now dodge taxes entirely (May 9, 1985)

Vote for Ed Garvey

Credit for Prior Craft Experience Discussed at Training Conference

How do you judge the craft experience level of an entrant into apprenticeship training? What procedure should be used to determine where to place an entrant who has already had some related training?

These were among the questions discussed by a panel of three training directors at the recent Mid-Year Training Conference in Boston, Mass. The panelists—Pete Gier of the UBC field staff; Joseph D'Aries, director of the New Jersey training program; and Roland Smith of Local 106, Des Moines, Iowa, pointed out to conference delegates that entrants to craft training vary greatly as to experience and background.

All standards make provision for the granting of credit for prior experience, based upon the committee's evaluation of that experience. The determination of the amount of credit to be given and the best time to give that credit is a serious consideration.

"Productivity versus wage is the factor to be considered in evaluating any credit given for prior experience," the panelists asserted. The committee will most probably be able to make an evaluation after the person has demonstrated productive capabilities on the project.

"Some entrants have worked in a craft area and may have developed considerable productive skills and adjustments to the workplace. The experience they have may be limited to one kind of activity, however, such as residential framing, sheetrock application, or concrete construction, and on being assigned or taken into employment on a project that does not utilize the limited experience they have, may cause them problems in justifying a wage-rate level significantly higher than the entry level, and may cause them to suffer a great deal of unemployment."

Some entrants may have had preparation in a structured pre-apprenticeship program. These entrants may be prepared as to tool usage, mensuration, computation, etc., but since they have not had actual project experience, they are not sufficiently productive to justify being paid more than entry level wages.

There is one classification of apprentices that requires the immediate attention of the program sponsor, the panel suggested. There must be provision for the immediate granting of credit for previous experience to persons taken into membership by organizational fact. These are persons already in the employment of contractors who become signatory, and who the employers consider cannot command full journeyman scale, but who are immediately taken into apprenticeship and placed at a period reflective of their skill and experience.

ISSUED BY AUTHORITY OF UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA
ORGANIZED 1881. UNION MADE

Portland Ceremony

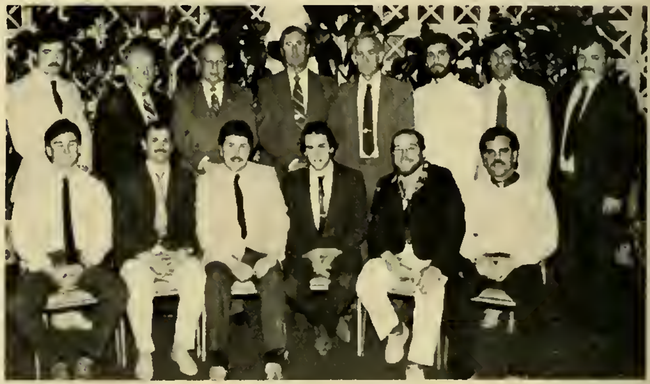
Local 517, Portland, Me., recently held a banquet to honor its graduating apprentices. Alan P. Keefe, new instructor, was introduced, and the years of dedication that retiring instructor Vincent DeVito had given to the apprenticeship program were acknowledged.

Pictured at the top, Barbara Jessen, a graduating apprentice, presents a gift certificate to Brother DeVito and his wife.

Below, the new journeymen are pictured with local officers. From left, are Business Representative Ken Dunphe, Barbara Jessen, Chris Griklin, Instructor DeVito, Coleman Walsh, and David Joy.

The other graduate, Patrick J. O'Connell, was not present.

Rhode Island JAC Graduates 28 Apprentices



The Rhode Island Carpenters Joint Apprenticeship Committee recently graduated 17 carpenters and 11 cabinetmakers.

Pictured above left are the new carpenters, front row, from left: Charles Gallagher; Herbert F. Holmes, business manager; Robert E. Hayes, J.A.T.C. chairman; Fred Pare, business representative; William Forward, business representative; and Michael James.

Back row, from left, are Robert Gadoury, Daniel Daigneault, Dwayne Beauchaine, James Graham, Jean Turcott, Donald Lund, Scott McQueston, and Steve Therrian.

Above right, the new cabinetmakers are pictured, front row, from left: John Shirley, William Condon, William Razza, Gary Beaume, David Roberto, and Scott Battista.

Back row, from left, are Instructor David Casey, Hayes, Holmes, Forward, Pare, Anthony McKnight, Michael Eddy, and Michael Ethier.

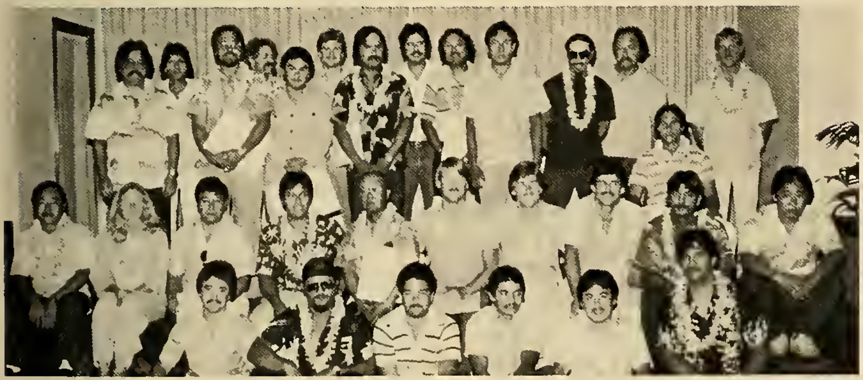
Graduates Honored at Dinner Dance in Cleveland

The Cleveland and Vicinity J.A.T.C. recently held a graduation dinner dance for the apprentices completing their training in 1986. Pictured, from left, are Dennis Haley, Local 1108; John Heyer Jr., Local 1108; Al Underwood, Local 254; Terry Tokar, Local 11; Tom Travagliante, Local 11; Tom Collins, Local 1750; Steve Pumper, Local 105; Bob Chipka, Local 11; Don Moss, Local 1871; Geno Scarton, Local 1871; Tim Calvey, Local 1871; Pat Butterfield, Local 1871; Tim Caito, Local 1750; Sue Wilbraham, Local 404; Rino Saluppo, Local 1871; Francis Lavelle, Local 1871; Bill Marut, Local 1871; Dave Gibson, Local 404; Joe Powell, Local 1365; John Howard, Local 404; Dennis Oppenheim, Local 1365; Wayne Mitchell, Local 404; Mike Locke, Local 404; Ray Schmidt, Local 1108; Tony Tucciarelli, Local 1750; Dale Solar, Local 1365; and Dewey Salyers, Local 1750.

Indiana Apprentices Graduate

Local 215, Lafayette, Ind., recently held an apprentice completion ceremony where certificates were awarded. The newly graduated apprentices pictured above, from left, are Kenneth Runkle, business agent and financial secretary; Scott Johnson Lowell Johnson; Paul Sprague; Michael Kesler; Timothu Kincaid; Rich Pettry; Gary Ordille III; Steven Worrell; and Mark Mewhart, instructor.

73 New Hawaiian Journeymen



The Hawaii Carpenters Apprenticeship and Training program held a graduation ceremony recently at the Pagoda Hotel's C'est Si Bon. The class included 67 carpenters, 5 drywall graduates, and 1 graduate from the lather and millman trade. Pictured, front row, from left, are R. Fong, D. Borje, D. Sylva, A. Texteira, J. Semana, and B. Treu. Middle row, from left, are L. Watanabe, A. Renders, F. Juan, G. Del Rosario, P. Paguirigan, J. Nicklaus, D. Cholakian, B. Schubert, H. Ranis, and B. Uyeda. Back row, from left, are G. Nakagawa, J. Espiritu, C. Tellio, R. Colaprete, O. Icari, J. Walker, R. Miranda, L. Yokotake, E. Belmonte, A. Fijie, M. Kalai, A. Lee, T. Allen, and B. Bradley.

Omaha Carpenters

Pictured are recent graduates of the Omaha, Neb., JAC training program. From left are Coordinator Dan Gazinski; new journeymen carpenters of Local 400 Marc Wilwerding, Marc Brezina, Dan Wilkins, and Troy Vic; and, in front, a new millwright member of Local 1463, Robert Nawrocki.

Rockland Graduate

Apprentice Graduate Joseph Quinn, center, was photographed with President William Hamilton, left, and General Agent William Sopko at the Local 964, Rockland County and Vicinity, N.Y., graduation ceremonies at the Tappen Zee Motor Inn in Nyack, N.Y.

Years' Review

Continued from Page 5

- On Labor Day 1984, labor's hopes run high as Democratic presidential candidate Walter F. Mondale and his historic vice presidential choice, Rep. Geraldine Ferraro, kick off their campaign. Issues such as high unemployment make the choice clear for many union members, but despite massive union voter registration and campaign drives and a large union turnout for Mondale, President Reagan's personal popularity sweeps him to a second term.

- Voters check any second "mandate" with Congress, with Democrats capturing two Republican seats in the Senate to narrow the GOP majority to 53–47.

- **Building tradesman begin restoration of the U.S. Capitol.**

- Reagan opens his second term by proposing more drastic cuts in dozens of domestic programs, including Medicare; Medicaid; veterans' health care; school lunches; farm prices supports; and college student aid. Programs targeted for elimination include the Job Corps; legal services for the poor; mass transit subsidies; Amtrak; and federal revenue sharing with some 40,000 local and state governments.

- **With the L-P strike well into its second year, the UBC launches "Adopt a Lumber Store" campaign in L-P boycott action.**

- Senior citizens and union allies remain vigilant to protect Social Security from being victimized by deals on the federal deficit; labor protests the Administration's renewed appeal for a $2.50 an hour subminimum wage for youth.

- Labor also strongly supports legislation to cushion the impact of plant closings with advance warnings, to stop construction industry employers from running "double-breasted" or dual union and non-union operations, to end corporate raids on pension funds, to ease the impact of the farm depression and halt an epidemic of destructive corporate takeovers.

- **UBC's southern Council of Industrial Workers embarks on major membership drive.**

- After Reagan's massive 1981 tax cut which shifts taxes from the wealthy and corporations to working people, unions repeatedly call for closing tax loopholes that allow the rich and corporations to escape taxes.

- Labor continues to try to turn around the Administration's "free trade" ideology in favor of "fair trade" principles to fight the record $123 billion trade deficit in 1984.

- On the Labor Department front, organized labor welcomes the appointment of former U.S. Trade Representative William E. Brock as Secretary of Labor following the resignation of Raymond J. Donovan after a New York state judge refuses to dismiss criminal fraud and larceny charges against him, involving his actions as a construction company official before his appointment to the cabinet.

- After the resignation of Florida construction executive Thorne Auchter as head of the Occupational Safety and Health Administration, Reagan puts in Robert Rowland, an official in Reagan's 1980 presidential campaign, as a recess appointment. Rowland resigns after 10 months at OSHA, increasingly under fire for possible conflict of interest.

- **Harold Lewis retires as fourth district general executive board member; Jimmy Jones named to fill fourth district board member vacancy.**

- **Leon Greene retires as fifth district executive board member.**

- Union coalitions win an important victory in the Third Circuit U.S. Court of Appeals to extend coverage of OSHA's 1983 "hazard communication" rule on toxic labeling and information to an estimated 60,000 workers outside manufacturing. The ruling also broadens OSHA's "trade secret" provision under which the agency had sought to limit worker access to chemical information.

- **May 4th is "L-P Boycott Day"; approximately 600 retail lumber dealers across the country are hand-billed; 100 L-P strikers show up at L-Ps annual meeting of shareholders.**

- The OSHA/Environmental Network and state and local safety and health committees continue to win strong "right-to-know" laws on toxic chemicals at state and community levels. Some 27 states and two dozen communities pass their own right to know rules.

- **Eugene Shoehigh becomes fifth district executive board member.**

- **The L-P strike begins its third year.**

- A serious setback for the right of American workers to strike and set membership rules for their unions comes in a 5–4 ruling by the Supreme Court that unions may not fine members who cross picket lines during a legally authorized strike.

- The 60,000-member National Union of Hospital and Health Care Employees receives a charter from the AFL-CIO.

Year Five

In the year before the Brotherhood's 35th General Convention, unions take bold initiatives to fight back against the considerable odds stacked up against workers during the Reagan Administration.

- An official national jobless rate remains stagnant around the 7% level, with millions more Americans underemployed or too discouraged to look for work, and soaring federal and trade deficits; erosion of the nation's industrial base continues, with huge losses in high-paying manufacturing and mining jobs and most job gains showing up in the lower-paying service sector.

- **Environmental opposition and stock losses trouble L-P.**

- Harsh anti-union attacks by employers and pro-employer labor law decisions continue; union membership is at an all-time low of 18% of the workforce in 1985; and an on-going shift in wealth from low and middle-income Americans to the wealthy and corporations continues.

- The AFL-CIO and its affiliates launch "a new organizing era" with experimental union benefit and associate membership programs, while labor expands corporate campaign tactics, bargaining strategies, and solidarity aid during tough organizing and contract fights.

- **General President Pat Campbell is cochairman of the national "Blueprint for Cure" campaign, organized labor's push to raise funds for a new Diabetes Research Institute facility at the University of Miami, Fla.**

- **United Brotherhood's benevolent program paying out death benefits is praised after seven years of operation.**

- Unions lay plans for associate membership programs to extend new union benefits to an estimated 27 million members who left their union jobs or who lost jobs due to layoffs or plant closings, and possibly to the hundreds of thousands of non-union workers who voted for union representation but lost.

- Unions expand their use of satellite technology for teleconferences to link up members around the nation in mass meetings.

- In Congress, labor joins in strong coalitions with allied groups to continue to press for policies of social and economic justice sorely lacking from the Reagan Administration. Congress chips away at Reagan budget plans to shift more from programs for the poor, middle class, jobless, seniors, and handicapped to a bloated military budget, and narrowly defeats a labor-opposed balanced budget amendment to the Constitution.

- **UBC Vice President Anthony "Pete" Ochocki announces retirement.**

- In what the AFL-CIO called a "reckless, thoughtless approach" to the deficit crisis, Congress passes the Gramm-Rudman-Hollings balanced budget law, which initiates across-the-board cuts in hundreds of domestic programs. The Supreme Court later strikes down the law's automatic enforcement mechanism, as labor urges, based on a technicality involving the constitutional separation of executive and legislative branch powers.

- **1985 financial figures indicate a dismal year for L-P.**

- **American Express, a major holder of union pension funds, is targeted for boycott action for nonunion construction.**

- In action on Capitol Hill, a labor-backed bill to require notice to workers affected by plant closings or large layoffs is narrowly defeated in the House. Unions win major victories when the House bans "double-breasting" by union contractors, and the Senate rejects attempts to amend the Hobbs Act to make it an anti-union tool for employers.

- **John W. Pruitt is new UBC second general vice president.**

- **Thomas J. Hanahan named third district executive board member.**

Continued on Page 26

CONSUMER CLIPBOARD

Should You Refinance Your Home?

Should you refinance your home mortgage? That's a question many homeowners are asking, given the lower interest mortgage rates that are currently available.

But, how do you decide if refinancing makes sense in your particular case? The answer depends on many factors, including your tax bracket, the length of time you plan to stay in your home, and the additional charges you must pay for the refinancing.

What follows is information to help you decide whether to refinance your home mortgage and how to go about it. (You may want to refer to the chart to see how much money you might save if you refinanced your mortgage.)

How much will it cost to refinance?

When you refinance your mortgage, you usually pay off your original mortgage and sign a new loan. To do this you again pay most of the same costs you paid to get your original mortgage. These include settlement costs, discount points, and other finance charges. You also may be charged a penalty for paying off your original loan early.

The total cost for refinancing a mortgage often runs between 3% and 6% of the total amount you borrow. So, to refinance a $100,000 mortgage, the lender might charge you between $3,000 and $6,000.

Will the interest rate save you money?

Before you go through the expense of refinancing, check that interest rates have dropped enough to make refinancing worthwhile. A 2–3% difference between the rate on your current mortgage and the new rate over a period of time—generally several years—usually offsets the costs you must pay at closing.

Because there are many "up front" costs associated with refinancing, you also should consider how long you plan to live in your home. Generally, if you plan to sell your home within the next three years, you may not have enough time for the lower monthly payments to offset the money you must pay for the refinancing.

How many "points"?

In refinancings, lenders often charge two to three points for a new loan. A point equals 1% of the loan amount. For example, three points on a $100,000 mortgage loan would add $3,000 to the refinancing charges.

Shopping for points as well as interest rates may save you money. As a rule of thumb, each point adds about ⅛ to ¼ of 1% to the interest rate the lender is offering.

Generally, the lower the interest rate on the loan, the more points the lending institution will charge. Some lenders offer refinancings with no points, but generally charge higher interest rates. To decide what combination of rate and points is best for you, balance the amount you can pay up front with the amount you can pay monthly.

Some lenders may offer to finance the points so that you do not have to pay them up front. This means that the points will be added to your loan balance, and you will pay a finance charge on them. Although this may enable you to get the financing, it also will increase the amount of your monthly payments.

What about other settlement costs?

Settlement costs typically include fees for the loan application, title search, appraisal, loan origination, credit check, and lawyer's services. You also may be required to pay recordation fees or transfer taxes. If you are shopping for a lender, ask for a list of charges and costs you must pay at closing.

Will your refinancing affect taxes?

With a lower interest rate on your home loan, you will have less interest to deduct on your income tax return. That, of course, may increase your tax payments and decrease the total savings you might obtain from a new, lower-interest mortgage. As you consider how the new loan may affect your taxes, remember that the lower your tax bracket, the longer it may take you to recoup the costs of obtaining the new loan.

You should know that a new Internal Revenue Service ruling changes the picture with respect to points paid solely for refinancing your home mortgage. IRS regulations now require that interest (points) paid up front for refinancing must be deducted over the life of the loan—not in the year you refinance, as was the previous interpretation of the law. This means that if you paid a certain number of points, you would have to spread the tax deduction for those points over the life of the loan. Additional regulations, however, may be issued in this case. So, check with the IRS to see if any new rulings have been released concerning refinancing, particularly if you are using the new loan to make home improvements.

Consider a different type of mortgage

If you are thinking about refinancing your mortgage, you might want to consider other types of mortgages. For example, you might want to look into a 15-year, fixed-rate mortgage. In this plan, your mortgage payments are somewhat higher than a longer-term loan, but you pay substantially less interest over the life of the loan and build equity more quickly. (Of course, this also means you have less interest to deduct on your income tax return.)

You also might want to consider refinancing if you have an adjustable rate mortgage with high or no limits on interest rate increases. You might want to switch to a fixed-rate mortgage or to an adjustable rate mortgage that limits changes in the rate over the life of the loan.

What Do You Look For When Shopping For A Home Mortgage?

If you decide to refinance your mortgage, shopping around by calling several lending institutions to

SAMPLE MORTGAGE PAYMENT SAVINGS

The following chart illustrates the monthly and yearly differences in your mortgage payments if you refinanced to a 10% 30-year fixed-rate mortgage for $75,000. Remember, however, that the actual amount you may save by refinancing depends on many factors, such as your tax bracket, and how long you plan to remain in your home.

Your Present Mortgage Rate	Current Monthly Payment	Monthly Payment at 10%	Monthly Difference in Mortgage Payment at 10%	Annual Difference in Mortgage Payment at 10%
12.0%	$771	$658	$113	$1,356
12.5	800	"	142	1,704
13.0	830	"	172	2,064
13.5	859	"	201	2,412
14.0	889	"	231	2,772
14.5	918	"	260	3,120
15.0	948	"	290	3,480
15.5	978	"	320	3,840
16.0	1,009	"	351	4,212

Source: Mortgage Bankers Association of America

Home Refinancing

Continued from page 25

ask each one what interest rate and fees they charge will help you get the best deal available. Also ask each about their "annual percentage rate" (APR) and compare them. The APR will tell you the total credit costs of the refinancing, including interest, points, and other charges. In some cases, the lender must give you a written statement of the costs and terms of the financing before you become legally obligated for the loan. You will want to review this statement carefully before you sign the loan.

Remember, you do not have to refinance your mortgage with the same lender that provided your original mortgage. However, to keep your business, some lenders will offer their original mortgage customers the incentive of lower mortgage interest rates, sometimes with reduced closing costs.

If you decide to apply for refinancing with a particular lender, get a written statement guaranteeing the interest rate and the number of discount points that you will pay at closing. This binding commitment ensures that the lender will not raise these costs even if rates increase before you settle on the new loan. If you cannot get a lender to put this information in writing, you may wish to choose one who will.

Most lenders place a limit on the length of time (say, 60 days) they will guarantee the interest rate. You must sign the loan during that time or lose the benefit of that particular rate. Because many people are refinancing their mortgage loans, there may be a delay in processing the papers. Therefore, you may want to contact your loan officer periodically to check on the progress of your loan approval and to see if additional information is needed.

Will the Lender Refund Your Application Fees If You Do Not Sign the Mortgage?

When you apply for a mortgage, some lenders require you to pay a special charge to cover the costs of processing your application. The amount of this fee varies, but it may be $100 to $200. Usually, you must pay this charge at the time you file the application.

Some lenders do not refund this application fee if you are not approved for the loan or if you decide not to take it. So, before you apply for a mortgage, ask lenders whether they charge an application fee. If they do, find out how much it is and under what circumstances and to what extent it is refundable.

Where Can You Go For More Information?

If you have further questions about refinancing or problems with financing companies, you may want to contact: Division of Credit Practices, Federal Trade Commission, Washington, D.C. 20580. While the FTC cannot resolve individual disputes, it can act when it sees a pattern of possible law violations.

UBC Grande Dame Celebrates 55th Year

Seated at her desk, surrounded by co-workers, Adeline Grimme celebrates her 55th anniversary working in the United Brotherhood's record department. She began her UBC employment on July 3, 1931, with the Brotherhood in Indianapolis, Ind., and when the Brotherhood moved to Washington, D.C., Adeline moved too—accompanied by her husband, Leonard, who heads the UBC print shop. Says another employee who also made the move from Indiana, "She's always been as sweet as she is now."

Years' Review

Continued from Page 24

- In decisions favorable to workers, the Supreme Court unanimously upholds a 1983 amendment to the Social Security Act which makes it illegal for state and local governments to withdraw from the system; lets stand a lower court ruling confirming unions' right to measure workplace noise levels; and rules that employees earn vacations on a daily basis, despite employer-established eligibility dates.

- **General Secretary Emeritus Richard E. Livingston dies.**

- **UBC members attend American Express stockholders' meeting.**

- In one of the worst NLRB decisions from labor's viewpoint, the board rules 3 to 1 that employers are legally free to hire scabs as "temporary replacements" during a lockout to bring "economic pressure" against union workers.

- **L-P strike begins fourth year; profit performance continues to falter.**

- Reflecting the workers' hard situation is the Bureau of Labor Statistics' report that major settlements in 1985 averaged 2.3% wage gains in the first year—a 17-year low. Annual wage gains over the contract life wage averaged 2.7%.

- **A new VISA credit card program is launched by the UBC, supporting charitable organizations.**

- **Brotherhood craftsmen complete architectural renovation of the U.S. State Department.**

- **American Express campaign intensifies.**

- **The UBC joins the Building Trades campaign to persuade Toyota to build union in Kentucky.**

- As the violence of the South African government escalates against apartheid protesters there, a coalition of labor and other groups launch a worldwide consumer boycott against Shell Oil Co. products in an attempt to force its parent, Royal Dutch/Shell, and other multinational corporations to break their ties with South Africa. U.S. unions also join labor worldwide in calling for government economic sanctions against South Africa—a move opposed by the Reagan Administration.

- **Brotherhood International Headquarters in Washington, D.C., marks quarter century.**

- Woodworkers settle a pact for 6,500 striking Weyerhaeuser Co. workers.

Union Busting

Continued from Page 11

One problem was the animosity expressed by Hubert Steenbakkers's toward Andy Root. The Board noted that Steenbakkers's refusal to bargain face-to-face with Root was frustrating efforts to reach a settlement.

By now, the total number of strikers was five, and these five manned their picket line with determination, talking to truck drivers and asking for support. One morning Manoni found his car covered with white paint and a tire slashed.

Manoni appealed to the local Building Trades and the Ottawa Labour Council for support. This proved to be a turning point.

"The response surpassed my expectations," Manoni said later.

One hundred and fifty trade unionists from the area converged on the company site. On June 25 delegates to the Ottawa Labour Council voted to boycott Steenbakkers's building supply retail store.

That did it. Flyers were distributed in front of the store, and almost 75% of the customers turned away. Steenbakkers was reported to be furious.

On July 15 the company signed a three-year contract. The union was preserved. The five strikers and all the "free riders" benefited by the new contract. Manoni said the workers will receive wage increases of up to $1 an hour immediately and 2% in the last two years of the contract.

OSHA Acts on UBC Wood Dust Petition

OSHA has finally come around to the UBC point of view that wood dust is more than just a nuisance. According to dozens of reports and studies in the scientific literature, wood dust is a toxic chemical that needs to be regulated like other chemicals in the workplace.

In an August 4th letter to Joseph L. Durst Jr., UBC Director of Occupational Safety and Health, John A. Pendergrass, Assistant Secretary of Labor for OSHA, committed OSHA to begin the process of setting a standard for exposure to wood dust in the workplace. Pendergrass' letter came in response to a March 1985 petition from the UBC and a follow-up letter last June. Pendergrass stated that after reviewing the extensive data on the health effects of wood dust submitted by the UBC, "our preliminary finding is that there is adequate demonstration of adverse health effects among workers exposed to wood dust to justify the initiation of regulatory action."

This letter came just five days after representatives of the wood products industry met with OSHA staff and delivered a "discussion paper" outlining their objections to regulation of wood dust exposure. The industry claims that there is no significant risk of "material health impairment" from exposure to wood dust and that studies showing high rates of nasal cancer among woodworkers were primarily done in Europe, and more recent findings and U.S. results show much lower levels of risk than previously reported.

Nasal cancer is very rare in the general population, accounting for less than 2 deaths for every million people. In one of the first studies done of woodworkers in England, nasal cancer occurred among furniture workers at a rate of almost 1 per 1,000 or an extraordinary 500 times the normal rate. Dr. J. H. Wills in 1982 reviewed studies done in 12 different countries including the U.S., and found that 78.5% of all adenocarcinomas (a form of nasal cancer) were among woodworkers. While the rate of nasal cancer varies from study to study, a much higher rate is almost always found among workers exposed to wood dust. Recent studies in Sweden found nasal cancer to be 18 times higher among furniture workers. In the Netherlands a 140-fold increase in nasal cancer was found among furniture and cabinet makers, a 16-fold increase among carpenters and joiners, and a 26-fold increase among those having high wood dust exposure.

The only comparable study done in the U.S. was published in 1984 and found a 6-fold increase in adenocarcinoma among furniture workers and a 4-fold increase among all wood-related occupations.

While the difference between the high rates in other countries and the lower rate in the U.S. is as yet unexplained, even a 4 or 6-fold increase in a member's risk of getting nasal cancer should be something of concern. Further studies in the U.S. may find higher rates as well.

Another study in Montreal recently demonstrated higher lung and stomach cancer rates among workers exposed to wood dust. A 1984 study by the American Cancer Society also found higher stomach and lung cancer rates among carpenters and joiners in the U.S. and higher stomach cancer rates among woodworkers.

The industry's position paper also ignored the numerous studies showing the other health effects of wood dust such as: eye, nose, and throat irritation; dermatitis (skin rash); allergic lung reactions (asthma); and damaged lung function (demonstrated in recent studies in both the U.S. and Canada).

OSHA will be studying this problem during the coming year and drafting a proposed rule for limiting wood dust exposure on the job. One important element of the OSHA rulemaking will be information on how much wood dust workers are now being exposed to. Has your employer or OSHA ever measured the air levels of wood dust in your workplace? If so, please fill out the coupon below and send it to the UBC Department of Safety and Health. We will be gathering this information in preparation for future hearings at OSHA.

WOOD DUST EXPOSURE SURVEY

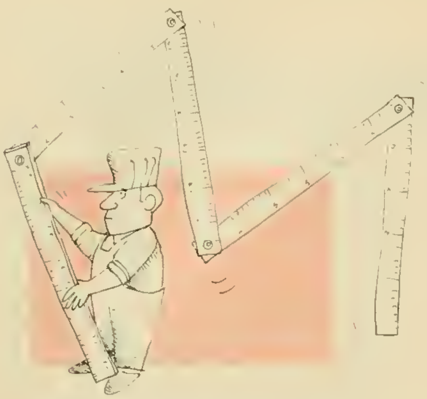
Name: ____________________
Local Union or District Council ____________________
Employer's Name: ____________________
Address: ____________________

Air levels of wood dust were measured on ____________________
month year

By: ( ) Employer ( ) OSHA

____
____
____
____
____
____
____

Please return to:
Joseph L. Durst Jr.
Department of Occupational Safety & Health
United Brotherhood of Carpenters & Joiners of America
101 Constitution Avenue, N.W.
Washington, D.C. 20001



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AND POETRY NOT ACCEPTED

BUY UNION * SAVE JOBS

DE-FINITIONS

If lawyers are disbarred and clergymen defrocked, doesn't it follow that electricians can be delighted, musicians denoted, cowboys deranged, models deposed, tree surgeons debarked, and drycleaners depressed?

—*Local 26*
United Rubber Workers
Rubber Neck

BOYCOTT L-P PRODUCTS

FLYING FRUIT CUP

A little boy showed his teacher his drawing entitled, "America, the Beautiful." In the center was an airplane covered with apples, pears, oranges, and bananas.

"What is that?" his teacher asked, pointing to the picture.

"That's the fruited plane," the little boy replied.

—*Nancy's Nonsense*

NO CAT'S MEOW

A man walks into a restaurant, and sits down. The waitress approaches him with—"I have pigs feet, cows brains, and braised liver." To which he replied "Look I have my own problems. Just bring me a ham sandwich and a cup of coffee."

—*Catering Industry Employee*

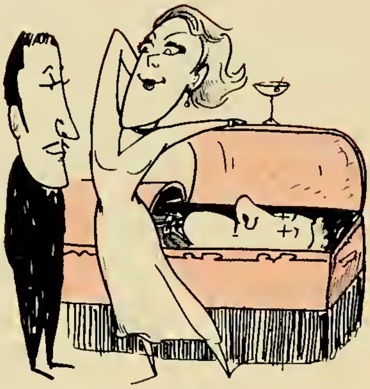
ADOPT A LUMBER COMPANY

MOTHER KNOWS BEST

Young wife after spat with her husband, talking on phone with her mother. "That beast," she cried. "I'll teach him a lesson, I'm coming home to stay with you."

"Hold on, dear," urged her mother. "If you really want to teach him a lesson, I'll come stay with you!"

BE AN ACTIVE MEMBER



LIVE AND LET LIVE

"What I mean is," explained the insurance salesman to a bewildered rural prospect, "how would your wife carry on if you should die?"

"Well," answered the farmer reasonably, "I don't reckon that's any concern o' mine—so long as she behaves herself while I'm alive."

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

THIS MONTH'S LIMERICK

A pretty young maiden named Jess
Got herself in a very big mess,
For staying out late
She was grounded that date
And now she goes out a lot less.

—*Monica Smith*
daughter of Lowell Smith,
Local 2205,
Wenatchee, Wash

ENEMIES

A woman was bitten by a mad dog and was advised to make a will because there was a possibility of rabies. She wrote furiously for two hours.

"It looks like an unusually long will," her lawyer said.

"Who's writing a will?" she snapped. "This is a list of the people I'm going to bite."

ATTEND LOCAL MEETINGS

DOUBLE VISION

Glasses have an amazing effect on a person's vision—especially after they have been filled and emptied several times.

DON'T BUY L-P

MOVING ADDRESS

"Did you know you can't send mail to Washington?"

"Why not?"

"Because he's dead—but you can send mail to Lincoln."

"But he's dead, too."

"I know—but he left his Gettysburg Address."

—*Nancy's Nonsense*

USE UNION SERVICES

WHAT DID HE SAY?

A new Sunday School teacher had to iron out some problems with the Lord's Prayer. One child had to be corrected after repeating, "Howard by thy name." Another prayed, "Lead us not into Penn Station." Still another surprised the teacher with, "Our Father, who art in heaven, how'd you know my name?"

IMPORTS HURT * BUY UNION

IT'S SEW EASY

Sign in a drycleaner's window: No matter how bad the stain, we'll take it out and sew up the hole.

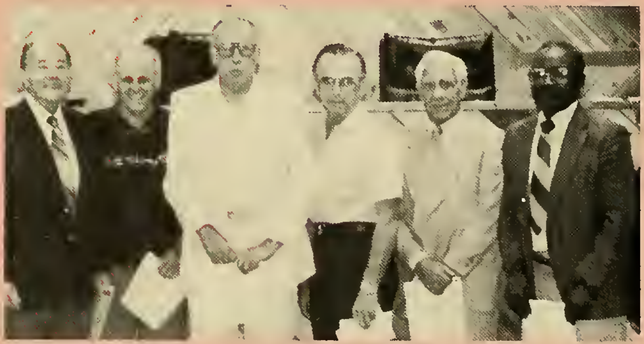
Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

Hialeah, Fla.—Picture No. 1

Hialeah, Fla.—Picture No. 2

Hialeah, Fla.—Picture No. 3



Hialeah, Fla.—Picture No. 4

Saskatoon, Sask.—Picture No. 1

Hialeah, Fla.—Picture No. 5

SASKATOON, SASK.

Local 1985 recently held a Dine-and-Dance affair to honor the recipients of service pins for 25 years or more membership in the United Brotherhood.

Picture No. 1 shows 25-year members, from left: Bob Todd, business representative; Jacob Wiebe Jr.; Leo Fritz, general representative; Bronie Talarski; Ernie Maunu; Sveinung Garlick; and Ron Dancer, general executive board member for the 10th district.

Picture No. 2 shows 35-year members, from left: Peter Roy, Wes Kologie, Larry Butler, and Walter Harasymchuk.

Picture No. 3 shows 40-year members, from left: Earl Herlen, George Altmann, Nick Gruza, and Peter Gruza.

Also honored but not pictured were: **35-year member** Robert Gillespie; **30-year members** Pius Bretzer, John Clark, and Ivar Klath; and **25-year** member Charles Smith.

Saskatoon, Sask.—Picture No. 2

Saskatoon, Sask.—Picture No. 3

HIALEAH, FLA.

Local 1509 recently held its annual pin awards ceremony to honor members with continuous service to the Brotherhood.

Picture No. 1 shows 25-year members, from left: Norman Simmons and Robert Bauman.

Picture No. 2 shows 30-year member E.M. Plant left, and Local President Thomas Puma.

Picture No. 3 shows 35-year members, from left: General Rep. Jose "Pepe" Collado, Fred Jevnaas, Cosne Santos, Ester Woods, and Frank Mijeski.

Picture No. 4 shows 40-year members, from left: Joe Brown, Benny Perdomo, Robert Bedenbough, Alphee Bouchard, Frank Laino, and Dudley Saunders.

Picture No. 5 shows 45-year members, from left: L.L. Wallace, Jon Schmitz, T.R. Ferrell, Mario Alleva, and Brewer Eich.

Syracuse, N.Y.—Picture No. 1

Syracuse, N.Y.—Picture No. 2

Syracuse, N.Y.—Picture No. 3

Syracuse, N.Y.
Picture No. 5

Syracuse, N.Y.—Picture No. 4

Syracuse, N.Y.—Picture No. 6

Syracuse, N.Y.—Picture No. 7

Syracuse, N.Y.—Picture No. 8

SYRACUSE, N.Y.

Picture No. 1 shows 20-year members, front row, from left: Ronald Winters, Larry White, Fred Summerville, and Myron Howard.

Second row, from left: Ross Roser, Donald Backus, and Mike Corbett Jr.

Third row, from left: Mark McLoughlin, Bob Harrington, Jim Chavoustie, and Ambrose Flanagan.

Back row, from left: Walt Wertyschyn, John Gonyea, Bill Cole, and George Fleischman.

Picture No. 2 shows 25-year members, front row, from left: Stan Szatanek; Fran Borasky, Jr.; Neil Daley, business representative; Jim Brady; Richard Scott; and Dick Flood.

Back row, from left: Charlie Lutz, Pete Moore, Jim Reppi, and Bill Lantry.

Picture No. 3 shows 30-year members, front row, from left: Leon Ilnitzski, president; Joe Vega; Joe Tomarchio Jr.; Ike Pethybridge; Vonnon Hopper; and William Murphy.

Second row, from left: David Thomas, Ralph Barrella, and John Bond.

Third row, from left: Herb Phillips, George Danboise, and Roger Morn.

Fourth row, from left: George LaCroix Jr. and Robert Danboise.

Back row, from left: Frank Grosso and Bill Vogan.

Picture No. 4 shows 35-year members, front row, from left: Harold Zentis and Tony Taormino.

Second row, from left: Art Monty, Bob Phillips, and John Sztechmiler.

Back row: Art Waldo.

Picture No. 5 shows 40-year members, front row, from left: Warren Anzel, Jim Stimler, John Piatkowski, Bob Faulter, Financial Secretary Charles Dennis.

Back row, from left: Ray Culotti, Donald Phillips, and Ray Harris.

Picture No. 6 shows 50-year members, from left: Howard C. Smith, Carter Stonecipher, and Stan Blonsky.

Picture No. 7 shows, from left, the three Phillips brothers, Herb, Bob, and Don. Between them they have accumulated 106 years in the UBC.

Picture No. 8 shows three generations of Danboise carpenters, from left: Robert, George, and Renard.

DES PLAINES, ILL.

A special presentation was made recently to John Mollenkamp of Local 839, Des Plaines, Ill., of a 60-year pin and a gold life-membership card. Making the presentation was Financial Secretary Andrew Goda, left.

Des Plaines, Ill.

Lake Worth, Fla.

LAKE WORTH, FLA.

Local 1308 recently made service awards to long time members at a banquet held at the Palm Beach Ocean Hotel.

Pictured are, front row, from left: "Pete" Fritz, 40 years; Fleetwood James, 40 years; Frank Morobito, 25 years; Oivo "Chips" Matson, 40 years; Harry Pearson, 50 years; Lawrence Redding, 60 years; Earl Boles, 40 years; Lauri Linden, 40 years; and Arnie Kytokangas, 40 years.

Standing, from left: Bruce Reynolds, district representative; Jack Turley, 40 years; Joe Bogovich, 40 years; John Ricci, 25 years; Dan Barcelona, 25 years; William Tidwell, Local 1308 president; Charles Pearson, 40 years; Kenneth Moye, master of ceremonies; J. K. Norris, 40 years; Joseph Lombardi, 25 years; John Partridge, international representative; Cyril "Cy" Grammes, 40 years; Roy Forss, 25 years; William Stephens, 40 years; Charles Mitchell, 25 years; and Allan Harikkala, 25 years.

Also receiving awards but not pictured above: **65-year member** Fred Dickerson; **50-year members** Earl Cain, Jack Munsey, and Arnie Pooman; **40-year members** Walter Anderson, John Biehle, Garland Fore, John Foster, Walter Gusler, Carl Kidd, Walfred Millimaki, Quenton Murdoch, and William Senior; and **25-year members** Bobby Ellis, Louis Lilley, Arthur Swagerman, and Kirk Wellman.

Huntington Park, Calif.—
Picture No. 1

Huntington Park, Calif.
Picture No. 2

HUNTINGTON PARK, CALIF.

Furniture Workers Local 3161 recently presented service pins to members with 25 and 35 years membership in the UBC. The event included a dinner at a local steak house.

Picture No. 1 shows 25-year members, front row, from left: Robert Caro, Jose L. Cortes, Ramiro Villalobos, Roberto Garcia, Santiago Gutierrez, Ricardo Herrers, Alex Mena, and Jesus Moran.

Back row, from left: Arthur Sais, local president; Carlos Moncada; Gonzalo Barba, business representative and financial secretary; Armando Vergara of the district council; and Doug McCarron, district council president.

Picture No. 2 shows 35-year members, from left: Raymond Garcia, Ricarda Granilla, John Isaack, Elisa Malonado, and Rudolph Rangel.

VINELAND, N.J.

Local 121 recently held their 18th annual awards dinner dance, presenting service pins to members with 30 to 45 years of service to the Brotherhood.

Picture No. 1 shows, 45-year members, from left: Elis Wedjesbag and Frank Gierczyk.

Picture No. 2 shows 40-year members, from left: Geo. Nestler, Joe Speziali, Harry Smith, and Wm. Barbaccia.

Picture No. 3 shows 35-year members, from left: Ralph Quick and Earl Donofio.

Picture No. 4 shows 30-year members, from left: Leroy Smith, Lyal Whison, Arnold Breeden, and Herb Pierce.

Vineland, N.J.—Picture No. 1

Vineland, N.J.—Picture No. 2

Vineland, N.J.—Picture No. 3

Vineland, N.J.—Picture No. 4

Hammond, Ind.—Picture No. 1

Hammond, Ind.—Picture No. 2

Hammond, Ind.—Picture No. 3

Hammond, Ind.—Picture No. 4

HAMMOND, IND.

The members of Local 599 recently gathered for their annual award night and presented membership pins to those with many years of service to the Brotherhood.

Picture No. 1 shows 30-year members, from left: William Mahone, Chester Graham, Joseph Hindahl, George Lousheff, Felix Bannon, and Donald Scholte.

Picture No. 2 shows 35-year members, from left: Thomas Devich, Charles Adair, Alan Burrell, Theo. Myers, President Stanley Zurek, Arthur Metts, Charles Nichols, Richard Wilson, and John Hoffman.

Picture No. 3 shows 40-year members, from left: Chester Pryzbyla, Frank Radziwecki, Dale Dunham, Lowell Gorbeaux, Robert Adams, Irvin Beyers, President Stanley Zurek, Edward Behling, Raymond Dewes, Julius Housty, Harold Huntington, and Lowell Swin.

Picture No. 4 shows 45-year members, from left: Eugene Lew, President Stanley Zurek, Joe Bursua, Business Agent Robert Novak, and Homer Mudd, receiving pin for his brother, Willard Mudd.

Picture No. 5 shows 50-year members, from left: John Horvath, President Zurek, Karl Peterson, and B.A. Novak.

Picture No. 6 shows, from left: Duke DeFlorio, the president of Retirees Club 27, and 74-year member Axel Olsen who celebrated his 91st birthday on the night of the awards banquet.

Hammond, Ind.
Picture No. 6

Hammond, Ind.—Picture No. 5

JUNEAU, ALASKA

Members of Local 2237 recently gathered for a recoginition dinner to honor those with longstanding service to the UBC. A special guest at the dinner, which also celebrated the groups's 45th anniversary, was Alaska Governor Bill Sheffield, who is much admired by labor groups in the state.

Picture No. 1 shows 45-Year members, from left: Raymond Paddock, Thomas Harris, Governor Sheffield, Paul Emerson, and Carl Hagerup.

Juneau, Alaska—Picture No. 1

Juneau, Alaska—Picture No. 2

Juneau, Alaska—Picture No. 3

Juneau, Alaska—Picture No. 4

Picture No. 2 shows, from left: 30-year member Fred C. Morgan, and 40-year members G.R. Isaak and Anders Engberg.

Picture No. 3 shows 25-year members, from left: Clarke Damon, Victor Bouschor, Waino Korpela, Roger Sipes, and William Heritage.

Picture No. 4 from left: Business Agent Roy Peck and Alaska Governor Bill Sheffield, who attended the ceremonies.

Also honored but not pictured were **45-year member** William Helin; **40-year members** William McCurry, Albert Smith, and Andrew Sutton; **35-year members** Irvin Hieber, Helmer Pedersen, Clifford Simpson, and John P. Tegge; **30-year members** Karl W. Bergman, Frank Brown, John M. Floreske, Chris Ladstein, Albert Shaw, and Albert Stotz; **25-year members** Norman Hickok, Carl W. Johnson, Clifford W. Larsen, Julian R. Lowe, Charles Pond, Oscar Stone, William R. West, and Paul Vandor; **20-year members** Bert K. Brandt, Harley Edwards, Stewart Eniex, Patrick Mitten, David Richards, and Ralph Shepard.

PLATTSBURGH, N.Y.

Local 1042 recently awarded a 40-year pin to Robert L. Light, the 19th and last member of his family to be initiated into the local. Light served as financial secretary from 1958, when he was placed in office to rectify a serious financial condition, until his retirement in July 1986. He also served as treasurer of the local.

Light

Milwaukee, Wisc.

MILWAUKEE, WISC.

At their annual Spring Dance and Service Pin Award Night, Local 1741 conferred service pins on those members who had longstanding service to the UBC.

Pictured are, front row, from left: 25-year members Arlen Ortlib, and Kelly Hautala; 50-year member Arthur J. Bilder; and 25-year members Roger Kubetz, Helmut Godejohann, and Roger Emery.

Back row, from left: 35-year members Jerry Feil, Carroll Gehrke, Anthony Berget, Herbert Schultz, Eugene Roden, Edwin Hilak, and Ken Weber.

Sheboygan, Wisc.

SHEBOYGAN, WISC.

Local 657 recently held its annual awards banquet, awarding pins to members with 25 to 35 years of service.

Pictured are, front row, from left: Donald Van Akkeren, 30 years; Martin Clement, 35 years; Carl Mohar Jr., 45 years; Ervin Gildner, 35 years; and William Gill, 25 years.

Back row, from left: Orville Klauck, 30 years; Calvin LeMahieu, 35 years; Max Kraemer, 35 years; Clint Grossheim 30 years; and Eugene Blindauer, 25 years.

CINCINNATI, OHIO

Five members with a total of 150 years of service between them received pins at Local 415's December 1985 meeting.

Picture No. 1 shows members, from left: James Hudgel, 20 years; Gerhard Stroeer, 20 years; Jack Hartle, 20 years; Jackie Vaughn, 25 years; Edwin Matlack, 35 years; and L. Monty Erb, 30 years.

Picture No. 2 shows pin recipients and members attending the meeting receiving UBC T-shirts and hats.

Cincinnati, Ohio—Picture No. 1

Cincinnati, Ohio—Picture No. 2

NEW ROCHELLE, N.Y.

At Local 350's annual dinner dance, members with 30 to 36 years of experience were honored.

Pictured, from left: Business Representative Victor Cristiano, George Hryciuk, President Mario Pavia, Victor DeVito, Joseph Hernon, and Frank MacGuire.

Receiving pins but not photographed were Unto Aro, James Circelli, Rocco Consigliere, Ben Cozza, Joseph Falco, Arthur Gadski, Anthony Iantorno, Charles Mangano, Francesco Nadile, John Ryan, and John Seiser.

New Rochelle, N.Y.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Five New Clubs On The Roster

Since our last count five new retirees clubs have received charters from the General Office. The new clubs gather their members from Tennessee, Michigan, Kentucky, Colorado, and Pennsylvania.

Retirees Club No. 59 elected Johnny C. Harston as president. He can be contacted by writing 203½ North Highland Ave. Jackson, Tenn. 39301.

Ralph B. Brawner is the president of the Club No. 60. His address is 23401 Mound Rd., Warren, Mich. 48091.

The president of the Club No. 61 is Orvis Roy. He's at 402 South Broadway, Lexington, Ky. 40508.

Club No. 62 elected Charles Stein president. His address is P.O. Box 272, Lafayette, Colo. 80026.

The Western Pennsylvania Central Retirees have formed Club No. 63 with Philip Sweeney as president. He is at 495 Mansfield Ave., Pittsburgh, Pa. 15205.

Politics Behind Seniors Organization

There's a questionable seniors organization which fronts for a drug company, and the group has a confusing name.

The link between the two was revealed when mailgrams sent to legislators accidentally had a return address for the Manhattan office of Pfizer Inc., a huge multimillion dollar drug company.

The group is called National Alliance of Senior Citizens, which has always been suspected of fronting for conservatives and business interests. The name is very similar to the labor-backed National Council for Senior Citizens.

Baltimore (Md.) Sun writer Robert Timberg revealed that the connection came during a legislative battle over the use of generic drugs in New York State.

The National Alliance and the National Council are poles apart, and are easily confused because the names are so similar. The National Alliance was set up 10 years ago in the back room of a Georgetown tailor shop as a conservative rival to the better known and progressive National Council of Senior Citizens.

LaPorte Club Has Full 1986 Agenda

Retirees Club 45, LaPorte, Ind., reports a membership that's 29 strong. In a recent letter to the General Offices, Club President Harold Mahl outlined some past activities of the group, including a Christmas dinner at Tom's Landing Restaurant, two white elephant sales, and a bus trip to Kings Manor in Chicago, Ill., for dinner and entertainment. On the summer agenda were a picnic with two other area clubs, a potluck supper, a cookie bake, and a trip to a White Sox baseball game.

Minority of Retirees Under Employer Plans

While the inclusion of retirees in employer-provided health insurance plans offers an important supplement to Medicare and other public health programs, in recent years fewer older retirees have been covered under such plans. A Department of Labor study, Employer-Sponsored Retiree Health Insurance, found that in 1983 some 6.9 million retirees and their dependents were covered by private sector employers' health insurance plans. Of the 6.9 million, 4.6 were retired workers; the remainder were their dependents. In examining retirees over age 65, however, the study found that only 4.3 million retirees and their dependents, or 16% of the over-65 population, were covered by health insurance sponsored by private sector employees.

UBC retirees over age 65 have available to them a new program to help them handle the ever-rising costs of medical care in their golden years. UBC SENIORSHIELD '86 offers low group premiums, guaranteed eligibility, and peace of mind.

Enrollment kits personalized for each UBC retiree should have arrived at his or her home by now. If retirees have any further questions, call toll-free (800) 368-5724.

Retiree Club 23 Acquires Rare Beams

A rare piece of history was unearthed near the Maumee River at Grand Rapids, Ohio. Three 150-year-old wooden beams were sited by an avid fisherman, Ted Barton, as he enjoyed his favorite pastime.

This was the beginning of the acquisition of these historic beams by the Maumee Valley Carpenters Retirees Club. According to Aubrey Van Horn, president of the Retirees Club, Barton, who is editor of the *Northwest Ohio Labor Union Newspaper*, called to tell of his find and from there the club went to the Toledo Metro Parks Board to ask permission to save the beams for restoration and public display.

Lyle Rothenbuhler, member of Club No. 23, received permission from the parks board to remove the beams, clean them up, and place them in a public spot. "We want future generations to have a chance to see them."

The beams were part of the dam across the Maumee River and the Miami and Erie Canal built in 1838. In 1908 the wooden dam and canal locks were replaced by concrete and the beams left submerged in mud and water until about 15 years ago when park rangers unearthed the beams and they laid on the bank until this year.

The beams, which have been milled, dated and shaped, represent an important piece of local history dating back some 150 years. They have been moved to the Cotter Apprenticeship School in Toledo for refurbishing. The carpenter retirees, with the aid of park personnel and a truck from Lathrop Co. who graciously donated their services, moved them from the park to the school late last year, where they were placed in the custody of Ralph Moore, apprenticeship coordinator.

"The Retiree Club," said Van Horn, "is hoping to place at least one beam in Toledo's proposed convention center for all the public to enjoy." That beam would be the biggest—24 feet, 2 inches long, 23 inches wide, and 10 inches deep.

Historic beam at Providence Metro Park, Grand Rapids, Ohio, with Retiree Club No. 23 members, from left, Harold Hertz, recording secretary; Lyle Rothenbuhler; Byron Suter; Charles Suter; Howard Hartman; Felix Szymanski; and Aubrey Van Horn, president.

IN MEMORIAM

The following list of 1,141 deceased members and spouses represents a total of $2,058,918.78 death claims paid in July 1986; (s) following name in listing indicates spouse of members

Local Union, City

1 **Chicago, IL**—Alex Wojciuch, Andrew J. Anetsberger, Michael J.Soltesz, Peter Bleeker, Rudolph Clarence Vanderley.

2 **Cincinnati, OH**—Glenn B. Scott, John J. Gumbert, Jr.

3 **Wheeling, WV**—Lee C. Main, Pearley M. Thomas.

4 **Davenport, IA**—Jeanetta Vay Brown (s).

5 **St. Louis, MO**—Anita W. Sloat (s), Dempsy J. Parker.

7 **Minneapolis, MN**—Axel W. Gustafson, Eddie Saltzman, Edward A. Hoff, Edwin Cavanagh, Newell Sognesand, Olaf K. Burg.

8 **Philadelphia, PA**—Edward F. Whitaker, Hammie Dykes, Owen Hugh Watson, Samuel Tuber, William Oettel.

10 **Chicago, IL**—Edward Suroviak, Norman F. Adamsheck.

11 **Cleveland, OH**—Clarence Stanley Mack, Frank J. Jezek, Sr., John Moss.

12 **Syracuse, NY**—Charles H. Church, Frederick T. Floor, Jane E. Pithybridge (s), Mildred I. Faulter (s).

14 **San Antonio, TX**—Clifton Brasuell, Gerald F. Boston.

15 **Hackensack, NJ**—Beatrice L. Robertella (s), Frederick P. Einermann, Jeannie H. Witkowski (s), Mary E. Lindahl (s).

16 **Springfield, IL**—Andrew R. Chism.

17 **Bronx, NY**—Abraham Zeidenberg, Adolph Andersen, Annie M. A. Knutsen (s), Anthony Scocozza, August Schildt, Biagio Musso, Carmine Dalessandro, Catherine Suneson (s), Evelyn Hool (s). Gunnar Tournquist, Harry R. Nelson, Ivan John Basic, Joseph A. Coletti, Leah Chapman (s), Oscar Alf Olsen, Ralph P. Inversa, Robert Suter, Roberto Stinga, Sam Trotz.

20 **New York, NY**—Laura Olsen (s).

22 **San Francisco, CA**—Bennie Frank Adams, Eugene Jobe, F. P. Gebhard, Joel E. Ostegaard, Lloyd Eiserman, Walter Zecher, William H. Brewer.

24 **Central Connecticut**—Emmy Klocek (s), Frances H. Muscarella (s), Pasquale Cassella.

27 **Toronto, Ont.CAN**—John Beaton, Joseph Terkovics.

31 **Trenton, NJ**—Ruth Lecompte (s)

34 **Oakland, CA**—David W. Scott, Maxine B. Harris (s).

35 **San Rafael, CA**—Kay F. Dockery (s), Louis G. Harvey, Rosemarie Mauroni (s), William E. Laxton.

36 **Oakland, CA**—Albert K. Boyden, Carrie P. Greene (s), Collins E. Chenault, Ernest M. Crow, Isaac Williams, Jr., James MacLeod, Orville M. Bowen, Robert G. Stevenson.

40 **Boston, MA**—Barbara B. Locke (s), Gus McLellan, Henry Gonsalves, James Peterson, Lawrence C. Begin, Percy A. Howell, Roland D. Mugford, Stewart Cooper.

42 **San Francisco, CA**—Michael Anthony Lister, Nicolasa C. Romero (s).

43 **Hartford, CT**—Andrew P. Kravontka, Sylvia Shirley Ledoyt (s), Thomas A. Thompson.

44 **Champaign-Urbana, IL**—Earl H. Johnson, Floyd E. Swinford.

48 **Fitchburg, MA**—Edward M. Lewis.

49 **Lowell, MA**—Antoinette Dupont (s).

50 **Knoxville, TN**—Ira E. Pike, Samuel R. Hart, Velna Evans (s).

51 **Boston, MA**—Albert O. Crowell.

54 **Chicago, IL**—Frank Rezabek.

55 **Denver, CO**—George Zimmerman, Howard R. Prose, Ralph O. Elliott, Ruth Bell Leigh (s), Walter P. Facey.

56 **Boston, MA**—William T. Trickett.

58 **Chicago, IL**—Arthur W. Mueller, Ellis F. Johnson, Gottfrid A. Olson, Harriet Pionke (s), Signe Irene Anderson (s).

60 **Indianapolis, IN**—Arthur W. Tincher, Elbert R. Kernodle. Eugene Neidigh, Morris Smith, Oliver Lydick.

61 **Kansas City,MO**—Bernerd E. Reever, Charles E. Hudgens, Max P. Wolfe, Orion Mattias McAtee, Roger R. Kalinka.

62 **Chicago, IL**—Charles Johnson, Randolph Rossider, Richard L. Olson.

63 **Bloomington, IL**—John J. Konetski, Stephen J. Raycraft.

64 **Louisville, KY**—Charles A. Donahue. Sr., Clifton Riggins, John F. Cooper.

66 **Olean, NY**—John R. Barr, William Dehaven.

67 **Boston, MA**—Earl T. Barnett, Walter R. Hearn.

69 **Canton, OH**—John E. Schoeppner.

74 **Chattanooga, TN**—Bailey H. Prince. David Frank Rozzell, James Ervin Thomas, John Hoyt Biddle. Salley E. Wall (s).

76 **Hazelton, PA**—Daniel R. Difeo

77 **Port Chester, NY**—Dominick Pannella, Emil Blechner, Frank Belfatto.

80 **Chicago, IL**—Helen K. Fath (s). John Ahlen, Jr., Lillian Phillips (s), Robert W. Crawley, Victor Johnson, William E. Wills.

81 **Erie, PA**—Stanley Balczon.

87 **St. Paul, MN**—John E. Peterson.

89 **Mobile, AL**—Henry J. Davis. Katie McGilberry Butler (s). Lewis L. Leonard. Woodrow W. Hattenstein.

91 **Racine, WI**—Stephan Cahoj.

93 **Ottawa, Ont, CAN**—Emery Mayer, Thersia Laub (s).

94 **Providence, RI**—John E. Johnson, Joseph Andrade, Lucy Sculco (s), Nazareno Sciotto.

98 **Spokane, WA**—John F. Hilliard, Robert Naccarato.

101 **Baltimore, MD**—Carl J. Burg, Clifford T. Lee. Edgar B. Fowler, Godfrey C. Clark, Herbert A. Schubert, Kenneth W. Dotson. Robert Hughes, Ruby May Dowdy (s).

102 **Oakland, CA**—Donald L. Erickson, Edward E. Dupree, Eugene B. Ingersoll, Frank Remitz, Naomi Edna Piercy (s).

103 **Birmingham, AL**—Alice Bolton (s).

104 **Dayton, OH**—Garland Coolman.

105 **Cleveland, OH**—Gerard Duffy.

106 **Des Moines, IA**—Claude F. Muselman. Harold Reeves.

108 **Springfield, MA**—Theophile S. Dejkus.

109 **Sheffield, AL**—Frank L. Hyde.

111 **Lawrence, MA**—Henry Salois.

113 **Middletown, OH**—Elva Blankenship, Ernest V. Murphy.

114 **East Detroit, MI**—Albert L. Jones, Arthur Jackson, Charles C. Swick, Elmer William Socia, Guiseppe Cipriano, Joseph M. Rots, Lionel G. Warren. Marion E. Staten (s), Percy Elliott, Peter A. Santo, Robert John Burns.

115 **Miami, FL**—Merritt H. Baublitz.

118 **Detroit, MI**—Alexander Ordan, Armond Joseph, Charles Beaudoin, Chesley Green, Effie Ryan (s) Harold W. Cogswell, Ida Seligson (s). Jannie Smith (s), Mary Ella Smithers (s), Nathan A. Chambers, Otto C. Walter, Peter Paul Braun, Peter Schmidt, Phillip Krause, William Wesley Synder, Zygmont Artkop.

120 **Utica, NY**—George Depalma, Pasquale Ferraiolo.

121 **Vineland, NJ**—Bertrum A. Breeden.

123 **Broward County, FL**—Ferdinand Thomas Amato, George Hunt, Russell W. Snyder, Thomas E. Wingate.

124 **Passaic, NJ**—Albert M. Vara, Henry Deboer, Joseph Fisher, Richard Mullenberg.

125 **Miami, FL**—Charles Vetor, Francis Laino, George W. Dewald, Henry J. Billingsley, James Timberlake, Sr., Joan L. Jollay (s), John Murray Smith, Nathan Brodie, Nellie E. Nettles (s), Nicholas La Scala.

128 **St. Albans, WV**—Ora Estill Justice.

131 **Seattle, WA**—Abe Harris, Andrew Homick, Fred E. Atkinson, George H. Bleakney, Hilda A. Gjerde (s), Manford Lou Hull, Robert A. Kartak. Roberta Bryant (s).

132 **Washington, DC**—Millard G. Smallwood, Paul H. Lafon, Peter J. Ellis, William S. Lee.

133 **Terre Haute, IN**—Merrill -Arthur Abrams, Stacey Pierce, William R. Beeler.

135 **New York, NY**—Patricia F. Dalma (s).

140 **Tampa, FL**—Peter Labruzzo, Sr.

141 **Chicago, IL**—Alex R. Olund, Edward Teschke, George Kocsis, Johan Albin Anderson.

149 **Tarrytown, NY**—Carl Martinsen.

153 **Helena, MT**—Jesse N. Tobol

155 **Plainfield, NJ**—John Lamson

161 **Kenosha, WI**—Walter L. Kordecki

163 **Peekskill, NY**—Carl Syverson

166 **Rock Island, IL**—Unie Posey

168 **Kansas City, KS**—Naomi E. Owens (s)

169 **East St. Louis, IL**—Robert I. Newell, Vern Earl Southwick

171 **Youngstown, OH**—Charles E. MacDonald, Christian C. Blanch, Joseph Habenschuss, Mary Edith Kahler (s), Randall Burkett. Stanley Fenton.

174 **Joliet, IL**—Angelo A. Pisoni, Joseph Callow.

180 **Vallejo, CA.**—Jasper J. Shook, Lawrence F. Ruch.

181 **Chicago, IL**—Claude I. Speaks, Joseph Halama, Linder Nelson, Palmer Nerbo.

182 **Cleveland, OH**—Edmund J. Kuczmarski, Vincent Metzger.

183 **Peoria, IL**—Lyle E. Mahr.

184 **Salt Lake City, UT**—Frank B. Lowder, John A. Wester. John H. Anderson, Moroni Schindler, Rudolph I. Christiansen.

185 **St. Louis, MO.**—Edward I. Carpenter

186 **Steubenville, OH**—Bernell E. Stern, John McDonald.

189 **Quincy, IL**—Ralph Magill.

190 **Klamath Falls, OR.**—Clarence E. Blakley.

191 **York, PA.**—Chancie T. Neff.

195 **Peru, IL**—Gilbert Conibear, Harry G. Barber, John Spelich.

198 **Dallas, TX**—George F. Sorrells, James W. Crowder, Jessie Mavis Baggs (s), Jewell Martin (s), John David Hayes, Thomas Tidwell Vaught. William Fritz Thompson.

199 **Chicago, IL**—Burnell P. Sweeney. George P. Poljack, Reed Tilley.

200 **Columbus, OH**—Edna Mae Cochran (s). Ralph H. Edison, Thomas D. White.

202 **Gulfport, MS**—Cornelius J. Ausmer.

203 **Poughkeepsie, NY**—Carl G. Edlund, Leocadia Mancini (s), William H. Millerschon.

206 **Newcastle, PA**—William A. Kelley.

210 **Stamford, CT**—Gerald T. Denike, Guy Henderson. Joseph Strate. Michael A. Castiglione. Michael W. Mersko. William M. Pivirotto.

211 **Pittsburgh, PA**—Dorothy M. Kohnen (s), James R. Moore, Joseph Henry Schuster.

213 **Houston, TX**—Alfred E. Smallwood. Charles H. Kunz, Edgar Johnson, Harmon E. Martin. John Ezra Baughman, Joseph E. Vachon, Joyce Lorain Gilmer, Lester V. McGraw, Ralph J. Cornman.

215 **Lafayette, IN**—Edward Paul Zufall.

218 **Boston, MA**—Agustus F. Walsh, Doris Loretta Keough (s).

222 **Washington, IN**—Gerald J. Myers.

223 **Nashville, TN**—Doyle Duke.

225 **Atlanta, GA**—Herbert Landrum Jones, Richard Peter Jongema, Roy L. Kimbrell, Samuel Leon Love.

230 **Pittsburgh, PA**—Anthony J. Desio, Charles F. Stough, Herman W. Elms, Irene B. Hutnak (s), John M. Benedek. Margaret Eckbreth (s), Wilfred E. Hinerman.

232 **Fort Wayne, IN**—Daniel F. Harshman, Paul D. Abbott.

235 **Riverside, CA**—G. Clyde Monroe, Jerry A. Papandrea.

242 **Chicago, IL**—Albert J. Ledin, Caroline Shelato (s), Gustav H. Flodstrom.

246 **New York, NY**—Nils Hommen, Solomon Weintraub, Vincenzo Evola.

247 **Portland, OR**—Donald McBride, Herman Spiess, Martin Karges, Orville J. Johnson, Per Fredriksli, Therese D. LaPointe (s).

248 **Toledo, OH**—Galen D. Smith, Geraldine M. Stemen (s).

250 **Waukegan, IL**—Thomas F. Trice.

254 **Cleveland, OH**—Edward A. Jenkins.

255 **Bloomingburg, NY**—Elmer G. Stevens, John Sheley.

256 **Savannah, GA**—Julian Paul Wammock.

257 **New York, NY**—Karl Fethlan. Lillian Lucia Duncan (s).

259 **Jackson, TN**—Robert Paul Holloway.

261 **Scranton, PA**—Alex Yakacki.

262 **San Jose, CA**—Brian Howe, John Macias.

264 **Milwaukee, WI**—Harrison D. Seeley, Hugo G. Klippel, Maurice A. Ask, Peter W. Kurszewski, Sr.

265 **Saugerties, NY**—Hilda Yerry (s).

267 **Dresden, OH**—Vance L. Kawa.

268 **Sharon, PA**—Ronald W. Clark.

269 **Danville, IL**—Ernest Zander, Lawrence R. Reese, Russell Hall.

272 **Chicagu Hgt., IL**—Walter Lamacki.

275 **Newton, MA**—Charles J. Stone, Irene H. LeBlanc (s)

280 **Niagara-Gen. & Vic., NY**—Elizabeth Fulgenzi (s). Eugene C. Sage.

281 **Binghamton, NY**—Arthur W. Farrow, Lois Westcott Barnes (s).

287 **Harrisburg, PA**—Arthur E. Hopple. Eleanor J. Bartol (s), Leon E. Mattern.

292 **Linton, IN**—Blair D. Wilson, Gilbert Huffman.

296 **Brooklyn, NY**—Carl V. Soderlund, David Sprung, Harald Hansen, Herman Pelmas, Ivan Greene, James Rose, Max Hochberg, Olaf Olafsen, Olav B. Olsen, Sol Fink, Trygve Grundeland.

297 **Kalamazoo, MI**—Arnold L. Perin.

308 **Cedar Rapids, IA**—William Usher.

314 **Madison, WI**—Hilda Tetzlaff (s), Leo Thomas Sweeney, William Kruse.

316 **San Jose, CA**—Berhard Striegel.

317 **Aberdeen, WA**—Roy Sackie.

319 **Roanoke, VA**—Arnold M. Hutchinson.

320 **Augusta, ME**—Gerald V. Vintinner, Sr., Romeo A. Levesque.

323 **Beacon, NY**—Walter A. Schneider.

342 **Pawtucket, RI**—Joseph LaCourse.

345 **Memphis, TN**—Creed L. Bates, Francis W. Grantham, Harrison C. Johnson, John B. Cloyd, John Vern Clark, T. J. Holden, Vernon Hartsfield, William T. Higginbottom.

347 **Mattoon, IL**—Marcel Henry, Otto W. Loser.

348 **New York, NY**—James Swain, Olaf Olafsen, Wilfred Quinton.

354 **Gilroy, CA**—Claude D. Chappell.

359 **Philadelphia, PA**—Frank Kovacic, Jobe Trout, Norman MacDonald, Richard Schmolz.

361 **Duluth, MN**—Arnold L. Fossum, Delmar E. Himes. Uno George Makitalo.

362 **Pueblo, CO**—Arthur L. Bressan.

365 **Marion, IN**—Everett A. Burden.

370 **Albany, NY**—John A. La Malfa.

379 **Texarkana, TX**—Lilburn E. Holmes.

388 **Richmond, VA**—Grover Wilson Parrish.

393 **Camden, NJ**—Emma Margaret Harvey (s), James H. Hampton, Jr.

400 **Omaha, NE**—Hubert Sullivan.

403 **Alexandria, LA**—C. Newton Rhodes, Wertie M. Rhodes (s).

410 **Ft. Madison & Vic., IA**—Emil Pieschl, George N. Wolfe.

411 **San Angelo, TX**—Alvin O. Hendershott.

413 **South Bend, IN**—Dale N. Cochrane, Eugene K. Holycross, Robert J. Sones.

422 **New Brighton, PA**—Mary Theresa McKee (s). Myrtle M. Wesche (s), Vera Dorusha (s).

424 **Hingham, MA**—Curtis G. Riggins, Grace R. Riggins (s).

433 **Belleville, IL**—Mae E. Nurdin (s).

434 **Chicago, IL**—Joyce E. Pochinskas (s).

437 **Portsmouth, OH**—Walter Dietrich.

Local Union, City

446 **St. Ste Marie, Ont., CAN**—Agnes Livingstone (s), Irene Carrier (s).
453 **Auburn, NY**—Gerald R Patience.
454 **Philadelphia, PA**—Arthur N Whiting.
455 **Somerville, NJ**—William F Ryan, Sr.
462 **Greensburg, PA**—Merle R Snyder, Raymond E. Gorr.
470 **Tacoma, WA**—Eric Kaija, Esther Meyer (s), Frendy D. Medlock, Leroy Phinney.
472 **Ashland, KY**—Betty Loa Moore (s), Jennie Rowland (s).
475 **Ashland, MA**—Raymond Moloney.
483 **San Francisco, CA**—Lee Alfred Thors, Lenora Ruth McDonald (s).
492 **Reading, PA**—Walter O Damweber.
493 **Mt. Vernon, NY**—Charles Rogers, Emma R Perri (s), John Hesenius.
496 **Kankakee, IL**—Thomas N Martin.
506 **Vancouver, B.C. Can.**—Oscar Sorensen.
510 **Berthoud, CO**—George L Williams, Harold R Anderson, Harry W Hanks, James H. Paxton, Michael D. Shotland, Wayne M Lockett.
512 **Ann Arbor, MI**—Alwin John Beuerle
515 **Colo. Springs, CO**—Ralph E. Maddux.
517 **Portland, ME**—Renaldo R Lowry, Robert M Weymouth
531 **New York, NY**—Leo Fisco
535 **Norwood, MA**—A Ruben Sundberg, Walter Tackett
548 **Minneapolis, MN**—Alice Couture (s)
556 **Meadville, PA**—Everette W Barger.
558 **Elmhurst, IL**—Edward John Daleiden, Louis H Hoene, Pat Irvan Carson
559 **Paducah, KY**—Linda Blalock Baucum (s).
562 **Everett, WA**—Mary Hudon (s).
563 **Glendale, CA**—Elias Lovold, Hazel M Farmer (s), Jeddy N Allred, Rinaldo Dagostino.
565 **Elkhard, IN**—Rosemary G. Mullett (s)
569 **Pascagoula, MS**—Irvin Louise Kelly
576 **Pine Bluff, AR**—Loyd Collins White.
586 **Sacramento, CA**—Clifford N Lewis, Howard P. Cole, Leonard R Goodpaster.
599 **Hammond, IN**—Albert Adreas Huisman
600 **Lehigh Valley, PA**—Charles W Campbell, Edith A Fretz (s), George J Kline, Herbert L. Ross, Sr., Matthew J Busch, Thomas Kerr
602 **St. Louis, MO**—Charles D Briegleb.
603 **Ithaca, NY**—John Gaden
606 **Va Eveleth, MN**—Gunnar Lund.
609 **Idaho Falls, ID**—Clyde W Ritter, Victor L Kmetz
610 **Port Arthur, TX**—Viola M Ruckler (s)
613 **Hampton Roads, VA**—Guy Derrenbacker, John E. Ogburn, Sr., Kenneth Gus Green, Marion Landon Shackelford, Otha H Ayscue
620 **Madison, NJ**—Benjamin Petrone, Robert Titman
621 **Bangor, ME**—Charles Gardiner, Elmer E. Conrady
623 **Atlantic County, NJ**—John H. Pidd.
624 **Brockton, MA**—Harold Wentzell
625 **Manchester, NH**—Howard H Hall
634 **Salem, IL**—Ralph Ivan Garren.
635 **Boise, ID**—D Gordon Hampe, John Fred Clayton, Luther W. Mallard, Sr
639 **Akron, OH**—Chester Brooke, Dominick Difiore, Henry Brabham, William Zavortink.
640 **Metropolis, IL**—Otis Wallace
642 **Richmond, CA**—James Edward Davis, Roy William Moran, Thomas McGhee, Vester Robinson.
644 **Pekin, IL**—Ellis R Taylor, George S Lacey
650 **Pomeroy, OH**—Cosper Jenkins.
660 **Springfield, OH**—John Dee Barker.
665 **Amarillo, TX**—Gloy Clinton Ashlock
668 **Palo Alto, CA**—Newmon Flowers, Wallace W Walker.
678 **Dubuque, IA**—Paul Hauber.
684 **Dayton, OH**—Donald Ray Warner.
696 **Tampa, FL**—Andrew Harrison.
698 **Covington, KY**—Richard N Watters, Sr
701 **Fresno, CA**—George L. Gage, Jake Reitz, Johnnie M Hill (s).
703 **Lockland, OH**—Howard Raymore.
710 **Long Beach, CA**—Edna Mary Clements (s), Edwin M Kuhn, Kenneth L Thompson, Robert M Helt
714 **Olathe, KS**—Suzie Beatrice Andrews (s).
715 **Elizabeth, NJ**—Charles Minnell, Helen Elizabeth Moretti (s), Theodore Huber.
721 **Los Angeles, CA**—Angela Nunez Vasquez (s), Eddy B Feitsma, Fernando Villalta, George Bakes, George W Penfield, Gosta Sundholm, Nils Holmberg.
726 **Davenport, IA**—Richard Faulhaber.
732 **Rochester, NY**—Floyd Kloss.
739 **Cincinnati, OH**—Betty L. Adamson (s), Louis H Lott, Thomas W Bartley.
742 **Decatur, IL**—Helen M Strachan (s).
743 **Bakersfield, CA**—Clyde McKinley Gray, Marcus S. Absher, Violet K. Kutilek (s)
751 **Santa Rosa, CA**—Clarence Hagerty, Eva Lorene Miller (s), Melvin Tague.
753 **Beaumont, TX**—Peter Tomasello.
764 **Shreveport, LA**—Jack D. Seward, Pearl F Adams (s), Walter E. Bucklew
767 **Ottumwa, IA**—Walter T Weatherstone.
769 **Padadena, CA**—Joseph F Kurn, Larry W Reeves
770 **Yakima, WA**—Ulen O Henderson.
772 **Clinton, IA**—Albert L Burt, Carl E Bunn, Howard Hansen
781 **Princeton, NJ**—Maurice McGoldrick
785 **Cambridge, Ont., Can.**—William Stephens
792 **Rockford, IL**—Charles Wade Burkett, Harry S. Amelung, Lawrence Fry, Orval Dobbs, Richard E Strohecker
815 **Beverly, MA**—Irving Harlow.
824 **Muskegon, MI**—Carl Albin Lofquist, Harold J Roe
829 **Santa Cruz, CA**—Benjamin Vincent Jordan, Ole Martin Mohus.

Local Union, City

839 **Des Plaines, IL**—Bruce S. Morthland, Martin W Anderson, Walter J. Ziomek
844 **Canoga Park, CA**—Jacque Effie Sproule (s)
845 **Clifton Heights, PA**—Joseph P. Morris.
848 **San Bruno, CA**—Claude C. Hamilton, Eddie Rainey, Uela Filarski (s), William Rivaist
849 **Manitowoc, WI**—George S Hebel, Wilfred Cayemberg.
857 **Tucson, AZ**—Stephen Kosturick.
871 **Battle Creek, MI**—Harold P Overley
902 **Brooklyn, NY**—Alfred Rosa, Ethel Stockwood (s), James P Gargiula, John Chapan
904 **Jacksonville, IL**—Bertha Faye Seymour (s).
906 **Glendale, AZ**—Mabel D Dille
921 **Portsmouth, CA**—Alfred Barron, Donald F Guilmette, Eulsee Johnson, Jeanette M Brockman (s), Lee Malcomb Burgess, William Arthur Rudd.
938 **Richmond, MS**—Barbara J Anderson (s), Estell D. Miller, Teddy D Pike
943 **Tulsa, OK**—Edgar Overby, Gladys Martha Jackson (s).
944 **San Brnardno, CA**—Ira K Nevling
948 **Sioux City, IA**—True Coover
955 **Appleton, WI**—Joseph G. Jansen.
964 **Rockland Co, NY**—Michael Magnatta
971 **Reno, NE**—Thomas Hayward Fishburn
973 **Texas City, TX**—John Leo Bennett, Ruth M. Barton (s).
974 **Baltimore, MD**—Alfred Fritz, Christian J Pedersen
976 **Marion, OH**—Herman Rutan.
977 **Wichita Falls, TX**—James M Davis, Sr
978 **Springfield, MO**—Edward S Carr, Simeon L. Maples
981 **Petaluma, CA**—Hoke S Patterson.
993 **Miami, FL**—Lester L. Harrington
998 **Royal Oak, MI**—Charles Juntunen, Gladys Myers.
1002 **Knoxville, TN**—Windle Murray.
1005 **Merrillville, IN**—James Milton Denny
1006 **New Brunswich, NJ**—Joseph Zavacky, Stephen Kaplar
1014 **Warren, PA**—Lillian Viola Anderson
1026 **Miami, FL**—John L Hickey
1027 **Chicago, IL**—Nikolaus Marx
1043 **Gary, IN**—Clarence E. McDade
1046 **Palm Springs, CA**—Cecil I Cook
1050 **Philadelphia, PA**—Antonio Fortunato, Nicholas Radovich, Primo Leln, Thomas Jones
1052 **Hollywood, CA**—Raymond Martin Bradis
1053 **Milwaukee, WI**—Howard Raetter, William B Dembeck
1054 **Everett, WA**—Harold E Bowlin, Milton F Bursell, Vernon P McGriff.
1055 **Lincoln, NE**—Floyd Gail Adams, John H Boyd
1062 **Santa Barbara, CA**—Donald R Lewis, Elizabeth Knudson
1065 **Salem, OR**—Dewey A Simons, Harlan L Long, Leo Lantz
1067 **Port Huron, MI**—Nicholas Sertich.
1074 **Eau Claire, WI**—Donald V Hughes.
1078 **Fredericksburg, VA**—Julian V Robinson
1089 **Phoenix, AZ**—Edgar Judd
1091 **Bismarck, ND**—Arthur E Strand
1094 **Albany Corvallis, OR**—Ernest R Zurbuchen.
1096 **Oklahoma City, OK**—Eugene V Motley
1097 **Longview, TX**—Earl Cherry
1098 **Baton Rouge, LA**—Ezra Funderburk, Nola Ray Watts, Simon J Oliphant.
1102 **Detroit, MI**—George S Moore, H. Dale Hodges, Lucian Maxey Weir
1105 **Woodlawn, AL**—Joseph T Evans, Ruby McGowan Berglind (s).
1108 **Cleveland, OH**—Eleanore Gavriloff (s), Helen Dufala (s), Lloyd Larsen, Valma E. Young (s).
1109 **Visalia, CA**—Lloyd Odiorne
1114 **S. Milwaukee, WI**—Leroy Gatzke
1120 **Portland, OR**—J Bernardo Garcia, Marian L. Laundreau (s).
1121 **Boston Vicnty, MA**—John L Lyons, Timothy R Lannon
1138 **Toledo, OH**—John W Rudolph
1140 **San Pedro, CA**—Frank Marotta, Thomas Cullen
1143 **La Crosse, WI**—Adolph G. Thompson.
1144 **Seattle, WA**—Linda J Aas (s).
1146 **Green Bay, WI**—Fred John Baake, Gary J Reedy
1147 **Roseville, CA**—Ernest Vernon Glenn
1149 **San Francisco, CA**—Estey L. Garrett (s), John Bartolini, Lain Howard, Mario D Rivera
1160 **Pittsburgh, PA**—Edward A Dzimiera.
1164 **New York, NY**—Felix Werney, Fritz Walker, Salvatore Pugliese.
1184 **Seattle, WA**—Bonifacio Ben Cantu, Eugene Nelson, Robert S. P Langmaid
1185 **Chicago, IL**—Eleanor Drathring (s), John T Hanley, Loretta H Gottschalk (s)
1187 **Grand Island, NE**—Marry Ann Morris (s).
1207 **Charleston, WV**—Leander Adkins.
1222 **Medford, NY**—George Tedesco
1240 **Oroville, CA**—Laura M Hillen(s)
1241 **Columbus, OH**—Dwight B Burt.
1242 **Akron, OH**—Mark Stephen Armbruster.
1256 **Sarnia, Ont., CAN**—Ralph Thompson
1266 **Austin, TX**—Bendal Watson, Ralph Everhard, Sally Belle Wise (s), Walter M Wagner, Weldon McKinney
1277 **Bend, OR**—Arthur John Faria, Roy A. Smith
1280 **Mountain View, CA**—Dorothy Louise Heck (s).
1296 **San Diego, CA**—Delbert Stark, Edward C Corcoran, Elmer M. Laird, Eric Erickson, Francisco M Morales, Harold A Taylor, Henry A Brunson, Homer Winlock Smith, John Roy Jones, Ovid C Willis
1302 **New London, CT**—Harry E. Sjostron
1303 **Port Angeles, WA**—Frances Charlotte Eaton (s).
1305 **Fall River, MA**—Antone F Rose, Frank Lynam, Joseph Castellina.

Local Union, City

1307 **Evanston, IL**—Ruth M. Zillmer (s)
1311 **Dayton, OH**—Laco Y. Wagner, Sr.
1314 **Oconomowoc, WI**—Jerome Schultz.
1319 **Albuquerque, NM**—Haskel R Welch.
1323 **Monterey, CA**—Cecil C. Walker, Leo Edwin Thiltgen, Vernon W Ask.
1325 **Edmonton, Alta, CAN**—John Marko.
1342 **Irvington, NJ**—George Richard Dorer, John Suchocki, Joseph M Grzyb, Manfred Bucco, Robert F Quigley, Roosevelt Robinson
1345 **Buffalo, NY**—Albert Mehner, Alfred O. Riese, Dominic Coppola.
1354 **Aberdeen, MD**—Karen Lee Creeger (s).
1355 **Crawfordsville, IN**—John R Carmicheal
1359 **Toledo, OH**—Richard Hatmaker
1361 **Chester, IL**—Adeline E. Hartman (s).
1368 **Seattle, WA**—Chester Quanrud
1373 **Flint, MI**—Lloyd L. Andrews.
1379 **North Miami, FL**—Charles A Butz, Jr.
1393 **Toledo, OH**—Kay Ann Bockbrader (s), Virgil K Allen
1394 **Ft. Lauderdale, FL**—Peter W. Rieman.
1397 **North Hempstad, NY**—Joseph Ladigoski.
1400 **Santa Monica, CA**—John B Peters, William F Ervin.
1404 **Biloxi, MS**—Woodrow Gilbert
1407 **San Pedro, CA**—Aubrey Looney, Leonard E. Degville
1408 **Redwood City, CA**—Edith M Kickbush (s), Lonnie McLain.
1412 **Paducah, KY**—Clarence N Holcomb.
1418 **Lodi, CA**—Fred L. Bailey, Irene H Bell (s), James T Morris, John I Speegle, John To. Cunningham, Louis A Prato.
1423 **Corpus Christie, TX**—D C Reynolds, Maria A. Flores (s).
1437 **Compton, CA**—Evert Dewyn, John H Manick
1445 **Topeka, KS**—William C Pollard
1449 **Lansing, MI**—Versile E. Archer.
1452 **Detroit, MI**—Walter Palonka
1453 **Huntington Bch. CA**—Arthur Bellis, Ernest F. Harper, Glen Clarence Niel, John Morrow.
1456 **New York, NY**—Einar Reinertsen, Evans Sturtevant, Hans Hansen, John J Ohara, Melvin C. Riley, S Garland Anthony, Thomas Kavanagh, Trygve Westhassel.
1461 **Traverse City, MI**—Leo Drewa
1462 **Bucks County, PA**—Joseph F. Pyle, Kenneth Yordy.
1463 **Omaha, NE**—Helen Barbara Oseka (s).
1464 **Mankato, MN**—Arthur W Edhlund
1471 **Jackson, MS**—Lela Marie Rowley (s)
1478 **Redondo, CA**—Everett S Doolittle.
1485 **La Porte, IN**—Katheryn J Wintek (s)
1486 **Auburn, CA**—Irlis M Williams, Moses A Heffley, Nelson F Berry.
1495 **Chico, CA**—Dorothy C. Rolf (s).
1497 **E. Los Angeles, CA**—Elwood Dotson
1498 **Provo, UT**—Angus Mortensen, William E. Drage
1506 **Los Angeles, CA**—Abe Gallerstein, David J Malmen, Leo Harrison Zimmerman, Lloyd William McBride, Raymond G Berg, William H Hassan
1507 **El Monte, CA**—Lewis E. Barney, Margarita C. Avelar (s), Victor Delarosa, Walter R. Landreth
1512 **Blountville, TN**—Elizabeth E Mock (s), Milan F Millard
1515 **Winnipeg, Man, CAN**—Jean Golke (s)
1521 **Alguma, WI**—Harold John Dupont
1522 **Martel, CA**—Francis Eugene Walbridge, John I Bradley
1526 **Denton, TX**—Walter Long
1529 **Kansas City, KS**—Jess J Olinger, Norman L. Adkins, William H Mark
1532 **Anacortes, WA**—Maynard M Thompson
1536 **New York, NY**—Charles Johnson, 3rd, Fiore Barone, Luigi Pela, Philomena Monaco (s).'
1539 **Chicago, IL**—Harlan Bengtson
1545 **Wilmington, DE**—Nancy McConnell (s)
1548 **Baltimore, MD**—Chester Edward Golanski.
1564 **Casper, WY**—Merl Dennis.
1583 **Englewood, CO**—Clyde J Rothfuss, Kathleen Lager (s).
1590 **Washington, DC**—Roy E. Lee.
1592 **Sarnia, Ont., CAN**—John Kidman.
1596 **St. Louis, MO**—Floreine C Tombridge (s), John F. Ott, Raymond A Ziegler, Raymond O. Petersen
1597 **Bremerton, WA**—Ernest L Nelson, Milton E. Ramstead
1598 **Victoria, B.C., CAN**—James F Clements.
1607 **Los Angeles, CA**—Rufus W. Carter
1615 **Grand Rapids, MI**—Pearl C Van Westen (s).
1622 **Hayward, CA**—Carol Ann Alyea (s), Glenith Rudolph Hood, Joan Margaret Bettencourt (s), Victor Tavare
1632 **S. Luis Obispo, CA**—Howard D Evans, Paul R Hogan
1635 **Kansas City, MO**—Harrold M Chewning
1644 **Minneapolis, MN**—Herbert F Crocker.
1665 **Alexandria, VA**—Reginald P Vosburg, Ruth S. Eriksson (s).
1669 **Ft. William, Ont., CAN**—Albert L. Johnson.
1672 **Hastings, NE**—Andrew, Lilja
1683 **El Dorado, AR**—Hugh K. Kavis, Otha L Johnson
1689 **Tacoma, WA**—Andrew J Sabol, Sidney I Dougal
1691 **Coeur Dalene, ID**—Arnold Raymond Guy, Frank Olenslager.
1693 **Chicago, IL**—Collette L Meliam (s).
1701 **Buffalo, NY**—Richard L. Mahlmeister
1707 **Kelso Longvew, WA**—Arnold G Hage.
1715 **Vancouver, WA**—Floyd Bringman
1723 **Columbus, GA**—James A Eason Sr., Louis Clemens Hart
1741 **Milwaukee, WI**—Gerhart Badzio, Herwig Jahnke, William Bastian
1750 **Cleveland, OH**—Edward Kowalski, John A Shott.

Raymond Millhof.
1752 **Pomona, CA**—Emil A. Rricson, Fred L. Cook, Melba F. Anderson (s), Ruth Frances Deamer (s). Vernon Sherman.
1759 **Pittsburgh, PA**—Jack Edward Hutcheson.
1764 **Marion, VA**—Goldie B. Richardson (s), James W. Hall, Thomas F. Blevins
1765 **Orlando, FL**—Armand Tanava, Claude Pearcy, Karl D. Fuls.
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1778 **Columbia, SC**—Clyde M. Crout.
1780 **Las Vegas, NV**—Eddie F. Williams, Lawrence Hakala, Theo E. Rash.
1788 **Indianaplis, IN**—Paul E. Monroe.
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1846 **New Orleans, LA**—Alden S. Barilleaux, Autie J. Dowdwn, Eldon J. Savoie, Ivan J. Dupre, Joy Gallo (s), Murphy Acosta, Theresa Boudreaux (s).
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1856 **Philadelphia, PA**—Frank R. Burton, Irvin T. Speight, Joseph McMullen, Patricia Holdsworth (s).
1865 **Minneapolis, MN**—Edwin Westlin.
1869 **Manteca, CA**—Robert Stranbrough.
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1889 **Downers Gorve, IL**—Clarence Carlson, George C. Vix.
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2264 **Pittsburgh, PA**—Samuel Schwartz.
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2530 **Gilchrist, OR**—Dorothy Marie Phillips (s), John B. Weems.
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2588 **John Day, OR**—Ralph Truman Frazier.
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2608 **Redding, CA**—Lloyd James Lea.
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2687 **Auburn, CA**—Charles R. Baggett.
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2714 **Dallas, OR**—Russell Arthur Inman.
2739 **Yakima, WA**—Albert G. Dallman, Samuel B. Marshall, Virgil E. Govreau.
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2767 **Morton, WA**—Beulah Hightower (s), Vernon Otis Peterson
2780 **Elgin, OR**—Pearl Elvis Hook.
2805 **Klickitat, WA**—George H. Crawford, John C. Monroe, Virgil F. Maupin.
2817 **Quebec, Que., CAN**—Humberto Vieira, Laureat Paquet, Mari Allot.
2819 **New York, NY**—Felix DeJean, Lonnie Hedgepetyh, Vincent Diliberti.
2834 **Denver, CO**—Robert R. Sanderson.
2881 **Portland, OR**—Andrew Lewis Peterson, Clarence E. Wilson, George A. Nunn.
2941 **Warm Springs, OR**—Hubert Naugher.
2942 **Albany, OR**—Harlan C. Packard.
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3088 **Stockton, CA**—Tina R. Hipfner.
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3202 **Warrenton, MO**—Raymond A. Koehler.
3223 **Elizabethtown, KY**—Arthur Rigelwood
7000 **Province of Quebec, LCL 134-2**—Adelard Gagnon, Alma Gufvremont, Amedee Laroche, Rolland Ouellette.
9005 **Detroit, MI**—Wallace J. McKinnon, William A. Doig.
9053 **Philadelphia, PA**—Charles J. Landy, Jr.
9074 **Chicago, IL**—Joseph J. Farrell.
9440 Santa Anna, CA—James Arnold Mullicane.

Accords Reached

Continued from Page 11

vacation benefits produced the favorable vote on August 22. Plant closures and improved worker productivity at Boise resulted in improved production volumes by a reduced workforce. These productivity improvements were used to counter the company's deep wage-cutting efforts.

As with Williamette and Boise Cascade, Champion International improved its final contract proposal on the heels of the ratification votes at the other companies. Members of the IWA struck the company's Roseburg, Ore., mill, but approved the company's contract proposal following the LPIW approval on August 24.

The wage concessions and benefit modifications embodied in the industry agreements reflected the poor earnings performance experienced by industry producers. The period since the last agreement in 1983 has seen two and one half years of corporate losses followed by recent profit rebounds. Despite the unsettled nature of the industry caused by major corporate consolidations and capacity reductions, the unprecedented cooperation exhibited by the unions in the industry during these negotiations has protected a strong basis for future union expansion in the industry. UBC

Buy Union Made Products

Low-Wage Growth

Continued from Page 7

Although the U.S. still holds the edge in high technology, Lester C. Thurow of the Masschusetts Institute of Technology asked, "If U.S. industries lose their production base, how can their engineers and scientists keep coming up with the software to sell overseas?" In other words, "most advances in technology are generated along the learning curve of an ongoing production process, not in the vacuum of a university laboratory," *Business Week* noted.

Preserving U.S. industry and the jobs that depend on it is good for the nation's economy as well as the American standard of living. "If lowering wages is the only way for the U.S. to regain its edge, then the solution may be worse than the problem," *Business Week* concluded. It noted that it was Henry Ford who made it an economic axiom that the welfare of American business ultimately depends on having workers who earn enough to buy the products they make. UBC

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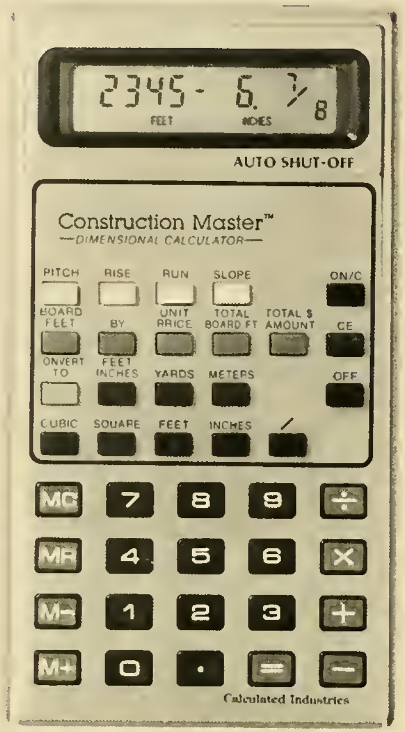

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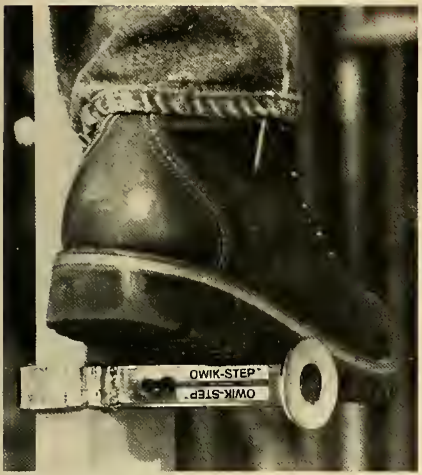

TRF Products has introduced the Qwik-Step, a simple but revolutionary tool for the construction industry.

The Qwik-Step is exactly that, a quick-step. With one easy motion it attaches to any vertical 2×4 (or any 2× material), thus making a temporary step right on the wall. The Qwik-Step makes the ladder obsolete for many tasks. It can also be used as a handle for the carpenter who must carry a framed wall to it's final location.

It's light weight and small size makes it easy to carry. The chrome finish makes it a lifetime tool. It is a perfect addition to any professional carpenter's tool box or belt. The Qwik-Step sells for $19.95 per pair.

For more information: TRF Products, 5714 Verner Oak Court, Sacramento, CA 95841. There is a toll free phone number for Visa or Master Card orders: 1 (800) 824-2222, ext. 38.

MARKING CRAYONS

The Irwin Company is introducing marking crayons to its line of measuring and hand tools. Offered in red, yellow, blue, green, black, and white, the crayons may be used to mark on oily, slick, wet, cold, and dry surfaces. This makes them ideal for use with lumber, concrete, cardboard, ceramics, and metal, according to the manufacturer.

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Each crayon is hexagonal and measures 4½ inches in length. All are non-toxic and waterproof for long-lasting capabilities.

The crayons come packaged in boxes of 12 per color. All Irwin marking crayons are made in the United States.

For further details about the new crayons, contact Diane Schikowitz, Product Manager, The Irwin Measuring Tools Division, 217 River Drive, Patchogue, NY 11772; telephone (516) 289-0500.

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Full Length Roof Framer 39

PEELABLE PAINTS

A paint from Great Britain can be applied to floors and other surfaces in film and television studios, as well as other establishments, and then peeled off to restore the original condition. Originally devised to meet the needs of television production at the BBC's Pebble Mill studios in Birmingham, Pebble Mill Peelable is so tough that large vehicles can be driven over it.

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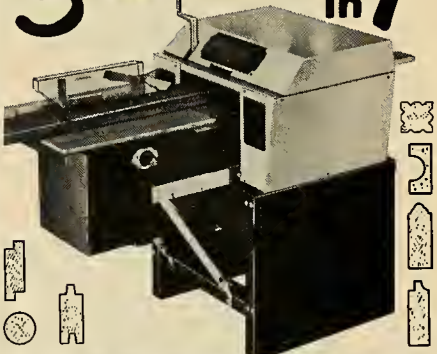

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Tomorrow's UBC Members on School Buses Today

Our convention delegates lay plans for the present and an uncertain future

Last month, those big yellow buses began operating again, picking up millions of children across the land and taking them back and forth to school to prepare them for later life. Five days a week, nine months out of each year, the youngsters are transported to their classrooms, their lockers, their desks, and their teachers.

Their parents hope that, after a reasonable number of years, they'll come out at the end of the educational assembly line as smart, well-trained young adults ready to earn their way in life.

I need not tell you that it doesn't always work out that way.

As dedicated trade unionists, we hope that more than a million of today's young people will take up the trade of carpentry and the crafts and industrial jobs allied to it, and we further hope that every one of them recognizes the value of trade union membership and eventually signs up with the United Brotherhood of Carpenters and Joiners of America.

That doesn't always work out either.

There are a lot of roadblocks between school and construction jobs, between school and factory. There are additional roadblocks between jobs and union membership. Most of these roadblocks will be discussed and acted upon by the delegates to our 35th General Convention, meeting this month in Toronto, Ont.

The first big roadblocks are job shortages. There are 8½ million Americans and more than a million Canadians out of work today. Another 7 million Americans are forced to work part-time, or they've used up their unemployment benefits and are too discouraged to look for jobs.

The highest unemployment rate is among our young people, and that situation may not be any better next June, when millions of students will graduate, unless steps are taken by government and industry to create more job opportunities and better training procedures to match people to jobs.

Otherwise, we'll wind up next June with a few million more unprepared, unmotivated young people, ill-equipped to take even the entry-level jobs offered to them by the predominantly white-collar industries.

Workers producing semi-conductors now outnumber workers in blast furnaces and steel mills. The workforce for electronic computing equipment production is now larger than the combined workforces for farm and construction machinery and equipment, including mining and oil field equipment and industrial trucks and tractors.

In sheer workforce numbers, so-called "high tech" has emerged as a significant force in U.S. manufacturing. High-tech industries now employ more workers than the steel and auto industries combined.

Unfortunately, the high-tech industries have been notoriously non-union, and they're trying to stay that way. They'll tell you they can't compete with Singapore, Hong Kong, Korea, and Taiwan unless they keep wages low. That, to my way of thinking, is nonsense. High tech will eventually be making inroads in the industries we serve, and, when it does, we intend to bargain for wages and working conditions befitting U.S. and Canadian workers.

Unions have shied away from high-tech because it has been traditionally set apart. It once employed college-trained engineers and technicians. It was the highest skilled of the white collar industries.

Well, it isn't that way any more. It is as much a "basic" industry today as steel and auto manufacturing, and it should be treated as such. The vast majority of high-tech workers are unorganized, and they should be receptive to union representation.

The high-tech industry, like many other industries, has been affected by mergers and changes in company ownership. Some depend upon government contracts to survive. There have been widespread layoffs of workers and wage cuts—not a healthy climate for job hunters. It is an industry where retraining and extended training are important factors for job security.

Contractual arrangements for retraining and severance pay are becoming more vital in the industrial sector today, as large corporations manipulate their investments—shutting down mills, affecting mergers, instituting bankruptcy proceedings to destroy unions, and shifting production to non-union areas of the country.

Under such circumstances, the job market changes almost daily, and young people coming into the job market must compete with displaced older workers, even their parents in some instances.

It's not like it was in the old days, when a youngster could follow in a parent's footsteps and be assured of a livelihood. We have smiled with pride in the United Brotherhood to find three and four generations of carpenters, cabinetmakers, and millwrights working at their trades. It's not as simple to achieve that today as it used to be, particularly if the union jobs are not available.

We must continue to train young people for our skilled trades, maintaining our comprehensive apprenticeship program. We must also do what we can to prepare young people for apprenticeship through the Job Corps and other avenues of assistance.

At the same time, we must redouble our efforts to overcome the open-shop movement. We must convince the general public that unions are as modern and as vital to today's economy as they were in the days of the sweatshops and the blacklists.

And, beyond this, we must show our young people in schools across North America that unions are here to stay, that unions are democratic voices in a free society.

Organized labor has contributed much to the development of the United States and Canada. It was a driving force in obtaining free public schools and free textbooks for universal education. It has fought for more than a century to guarantee quality health care. It has been in the forefront of the fight for civil rights. It has fought for decent housing, safe streets, and a fair tax system.

Countless school children today have a distorted idea of what unions are all about. One union newspaper recently stated:

"Your child comes home from school with a question: 'Don't you belong to a union, daddy?' When you say you do, the child thinks for a second and says, 'Well, you're not a gangster, are you?'"

Such a mistaken image of unions is reinforced by television and radio news broadcasts or newspaper reports of strike violence. Sometimes the only other information students receive about labor unions comes from a flood of propaganda supplied to schools by special interest groups. Some of our own members, who grew up with such views around them, have not yet become believers. Many of our members no longer understand the benefits of union membership. They listen to the prophets of doom who talk about declining union membership, and they wonder: where do we go from here?

With these factors in mind, I hope that the delegates to our 35th General Convention will come away from Toronto with a renewed spirit and a determination to build a strong union foundation for those kids on the school buses today.

Patrick J Campbell

PATRICK J. CAMPBELL
General President

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November 1986

CARPENTER

United Brotherhood of Carpenters & Joiners of America

Founded 1881

6TH DISTRICT
WELCOME DELEGATES
1881 35th GENERAL CONVENTION 1986

Preliminary Report on the Convention

SEE PAGE 2

OFFICIAL INFORMATION

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CARPENTER

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

The 35th General Convention of the United Brotherhood assembled October 6 at the Convention Centre in Toronto, Ont., for five days of intensive planning and decision making. A total of 2,083 delegates and 1,826 registered guests participated in the week's activities.

It was the United Brotherhood's first general convention since the observance of the union's centennial in Chicago, five years ago . . . the first convention of the UBC's second century. Under the Constitution and Laws, the UBC will not gather for its 36th General Convention until 1991, so resolutions and proposed changes in the Constitution and Laws were carefully deliberated in 10 active sessions.

Our November cover shows some of the key convention participants. At upper left, General President Patrick J. Campbell delivers the keynote address. At middle left, First General Vice President Sigurd Lucassen is at the rostrum. Below that, General Treasurer Wayne Pierce confers with Second General Vice President John Pruitt.

Other pictures show the speakers' platform and a host of attentive delegates seeking recognition from the chair to speak at floor microphones.

At lower right, General Secretary John S. Rogers delivers his report to the convention.

Photographs are by Official Photographers Francis Federici and Tom Estrin of Affiliated Graphics.

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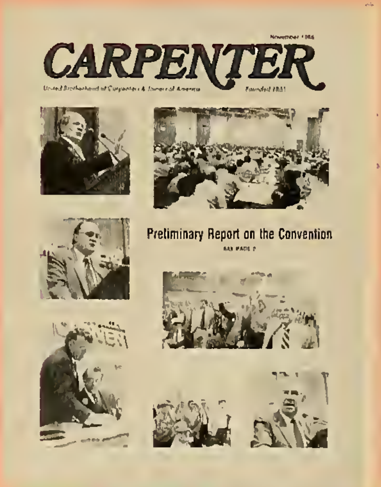


A PRELIMINARY REPORT

35th General Convention Adopts Progressive Five-Year Program

DISTRICTS 9 & 10
DISTRICTS 4 5 & 7

VENTION 1986

Delegates approve establishment of Brotherhood defense fund and changes in the Constitution and Laws to strengthen local unions and councils in organizing and collective bargaining.

WELCOME DELEGATES
1986

Bold and progressive measures to strengthen our union were approved by the 2,083 delegates attending the United Brotherhood's 35th General Convention, October 6–10 in Toronto, Ont.

They set the stage for an aggressive organizing program throughout the United States and Canada during the next five years, and they modified the UBC's Constitution and Laws in one all-day session to strengthen local unions and councils in their day-to-day administration.

A major step was taken by the convention when it approved constitutional wording which will enable the General Executive Board to establish the Brotherhood's first defense fund. Another change in the Constitution is expected to expedite ratification of collective bargaining agreements. The establishment of the international defense fund is expected to strengthen the position of local unions and councils involved in negotiations with major industrial employers and construction contracting firms.

A wide range of studies was made by 14 of the convention's 19 working committees, and their recommendations will be reported in detail in the December issue of *Carpenter*.

General President Patrick J. Campbell set the tone of the convention in his keynote address with the rallying call, "We have battles to fight and wars to win . . . We've been priming our goals and rebuilding our union . . . We will continue to do so."

Workers in the United States and Canada will become an endangered species if unions don't keep up the fight to preserve working conditions and standards, President Campbell warned.

"When somebody comes along and tells you your wages are too high," or insists that "you've got to change your working conditions to compete, I think they're on the wrong end of the hammer," Campbell stressed.

He criticized the Toyota Motor Co. and public officials in Kentucky who produced a "windfall" for the Japanese automaker at the expense of state and federal taxpayers while the carmaker builds its auto assembly plant with a Japanese contractor and nonunion labor.

Campbell told delegates that a lot of multinational corporations and nonunion construction companies would like to push its workers into molds turning out employees who are "all alike, all low paid and none with benefits."

He also criticized the practices of some corporations who hire outside firms at exorbitant rates to increase productivity, when better cooperation and communication with the workers on the job would produce results and solve the problem "in a couple of hours."

The delegates reviewed the Brotherhood's cooperative labor-management programs, under which more than 30 local union and management committees work together to bid against open-shop contractors.

They also examined the bargaining activities and efforts pursued by lumber and sawmill workers—members of the Carpenters and the Woodworkers—coordinated through the Forest Products Joint Conference Board.

In another report, the delegates discussed increased work opportunities for union millwrights and carpenters, particularly in maintaining pollution abatement equipment.

In a convention address, AFL-CIO Vice President Robert A. Georgine warned that the average worker's wages will fall unless unions are more diligent. "In the construction industry, real wages have fallen a shocking 15% over the past eight years," he pointed out.

Georgine, who heads the Building and Construction Trades Department, declared that the nation had turned "back to a time when the rich are getting richer and the poor are getting poorer," while the middle class "that unions have created over the years is in jeopardy."

UBC General Treasurer Wayne Pierce urged the delegates to become actively involved in the political process, in order to meet labor's goals of "maintaining decent wages and working conditions, organizing the unorganized, achieving full employment and seeing that workers' rights are protected on the job."

The Convention approved several measures to strengthen the interna-

OPPOSITE PAGE: At upper left, the registration of delegates. At upper right, the convention gavel is presented to President Campbell by Toronto District Council Secretary Frank Rimes, left, and Council President Matthew Whelan, right. Center, left, AFL-CIO Secretary-Treasurer Tom Donahue speaks to the convention. Center, right, delegates from the First District join the floor discussion. Lower left, General Secretary John S. Rogers discusses election procedures with members of the Election Committee. Lower right, a demonstration in support of the general officers gets underway following their nomination.

Representative Pete McNeil, shown seated, attended eight UBC conventions before going to Toronto. He placed all the pins which he and his wife had acquired from these gatherings on one official jacket and, with assistance from five other delegates, he raffled off the bedecked garment, shown at left. The team raised $14,600.13 for the Blueprint for Cure diabetes research drive.

tional ties between U.S. and Canadian members. The union's board was advised to find ways of extending the UBC's pension reciprocity program throughout Canada, and it was voted to explore ways of expanding the activities of the union's annual Canada Conference. The convention indicated its willingness to discuss reaffiliation with the Canadian Labour Congress, but agreed that representation must be based upon membership and other considerations.

All resident officers of the United Brotherhood were elected without opposition. There was only one contest among the board members, and the incumbent was elected.

General President Campbell reported to the delegates that the Brotherhood is rebuilding its councils, and building stronger local unions, properly financed. Noting that the union is now 105 years old, he told delegates "It took us over a hundred years to build what we enjoy today, and it will probably take the next hundred years to hold on to what we've got."

He said that nonunion construction contractors are using the Davis-Bacon Law as a bogeyman, "no different from the way they used situs picketing in the past."

"Every time we move to improve our position, the threats come down and the public is faced with a barrage of propaganda."

The convention continued to place a high priority on apprenticeship and craft training. First General Vice President Sigurd Lucassen told the delegates that, although the recession of the early 1980s has caused a loss of income for affiliate training programs, the UBC will continue to maintain its high level of training.

"Statements have been made to the effect that American workers are not as productive as they were in the past," Lucassen said. "Such statements are uncalled for. American workers are good producers, if they are allowed to work effectively. Productivity is not measured by the effort expended by the workers. It is measured by the amount of work correctly done as a result of that effort.

"In the construction industry the problem of productivity has developed because the nonunion sector of the industry has no provisions for training."

He called training programs of nonunion employer groups "stopgaps for temporary employer needs."

General Secretary John Rogers noted that the union had suffered membership losses since its previous convention, but it has set itself a goal of one million members, "an objective which can be achieved." He reported continued progress in record-keeping technology among affiliates and more attention to direct communications between members and the union's general office in Washington.

AFL-CIO Director of Organization Charles McDonald warned the delegates that the rules of labor-management relations are changing, and labor must change the way "it plays the game." What is needed, he said, is "the right blend of skills, youth, imagination, and tenacity to make the Carpenters grow and grow in record numbers." He commented that General President Campbell has recognized this trend. He noted that the Carpenters "must be doing something right," because the union's "NLRB election success rate is greater than any AFL-CIO union."

"We have witnessed over the past five or 10 years the creation of a monster in the United States," he said, "an entire industry, worth conservatively at least half a billion dollars, that has blossomed, fed by greed, and a total absence of moral scruples with lawyers, industrial relations experts, security forces, goons, psychologists who have shaped this monster and intruded into every step of industrial relations.

"They specialize in early union prevention, breaking up organizing drives, defeating even the successful union, when that union has been able to win an National Labor Relations Board election, by stonewalling or ignoring the results of that election."

McDonald noted that labor is winning the battle against this monster.

"The facts are that workers want unions, and our affiliates are finding ways to overcome the many obstacles before them and help the unorganized."

AFL - CIO Secretary - Treasurer Thomas Donahue, who spoke to the convention on its third day of sessions, told delegates that "the tide is beginning to turn" for working people.

"Working together, we have won important rounds, but the assault on our wages and working conditions is not going to end as long as millions of workers have no jobs."

"The most urgent goal that we have is to correct the distortions of foreign trade that are causing the wholesale destruction of North America's manufacturing base, causing the export of two million jobs a year."

By convention action the per capita payment for construction members will increase from $5.70 to $6.20 next January 1 and to $6.70 a year later. For industrial members, the per capita rises on January 1 to $4.10 from $3.85, and the General Executive Board is empowered to raise the industrial sector dues, but by no more than 75¢ by 1990.

In the final session of the convention the delegates voted to raise the minimum dues in all local unions from $9 to $11. They voted down proposals to increase initiation fees, recommending, instead, that such fees be maintained at a reasonable amount to support the UBC organizing effort. UBC

MORE TO COME

This is only a preliminary report on the United Brotherhood's 35th General Convention. A complete report, with a special color section, will appear in the December 1986, edition of *The Carpenter*.

CONVENTION COMMITTEES

It was the responsibility of 19 convention committees to review the work of the Brotherhood during the past five years and to make recommendations to the convention on actions to be taken in the years ahead. On this page and the pages which follow are the delegates who served on these committees. Four of the committees—Constitution, Resolutions, Finance, and Appeals and Grievances—were advance committees, and they began work a few weeks before the opening of the 35th General Convention.

CONSTITUTION COMMITTEE—*Seated, from left: Robert Price, Local 225, Atlanta, Ga.; Robert Argentine, Western Pennsylvania District Council; Committee Secretary Anthony L. Ramos, California State Council; Committee Chairman George Vest Jr., Local 141, Chicago, Ill.; Stewart Malcolm, Local 203, Poughkeepsie, N.Y.; and Paschal McGuinness, Local 608, New York, N.Y.*

Standing, from left: Marvin K. Robinson, Florida State Council; James B. Kerlee, Washington State Council; Leonard Terbrock, St. Louis District Council; Clayton Grimes, Twin City District Council; Robert Jones, Capital District Council; Frank Rimes, Local 27, Toronto, Ont.; and Paul Miller, Los Angeles District Council.

RESOLUTIONS COMMITTEE—*Seated, from left: Terrence Bodewes, Buffalo District Council; Committee Secretary George Laufenberg, Local 620, Madison, N.J.; Committee Chairman Milan Marsh, Ohio State Council; Joseph Polimeni, Local 1342, Irvington, N.J.; and Daniel Kelley, Detroit District Council.*

Standing, from left: William Lang, New Mexico District Council; Marvin Hall, Oregon State District Council; Wayne C. Cox, Local 1598, Victoria, B.C.; Elliott Ellis, Local 66, Olean, N.Y.; Kenneth Pekel, Local 125, Miami, Fla.; Robert Hanna, Local 844, Canoga Park, Calif.; H. Keith Humphrey, Missouri State Council.

FINANCE COMMITTEE—*Seated, from left: Kenneth L. Wade, Maryland and Delaware State Council; Committee Secretary Elmer Jacobs, Summit Medina District Council; Committee Chairman Harvey Landry Jr., Santa Clara District Council; and John Irvine, Local 2309, Toronto, Ont.*

Standing, from left: Andris Silins, Boston District Council; Dewey Conlon, Local 213, Houston, Tex.; Joseph Farrone, Local 1059, Schuylkill, Pa.; Wesley Isaacson, Local 58, Chicago, Ill.; and Jim R. Green, Bay Counties District Council.

CONSTITUTION COMMITTEE

RESOLUTIONS COMMITTEE

FINANCE COMMITTEE

CONVENTION COMMITTEES,

Continued

GENERAL PRESIDENT'S REPORT—*Seated, from left: Gerald L. Beedle, Local 87, St. Paul, Minn.; Fred Miron, Local 2693, Port Arthur, Ont.; Committee Secretary Joseph B. McGrogan, Local 180, Vallejo, Calif.; Committee Chairman Milton Holzman, Local 1539, Chicago, Ill.; and Robert Mark Mullen, Local 1266, Austin, Tex.*

Standing, from left: Scott David Fisher, S. Central Michigan District Council; Barney Walsh, Local 67, Boston, Mass.; Frank Gerald Spencer, Local 1578, Gloucester City, N.J.; David Earl Biddle, Local 125, Miami, Fla.; and Billy R. Williams, San Diego District Council.

GENERAL SECRETARY'S REPORT—*Seated, from left: Arthur H. Galea, Local 2, Cincinnati, Ohio; Committee Secretary George W. Geiger Jr., Jacksonville District Council; Committee Chairman Russell Pool, Local 483, San Francisco, Calif.; William Sullivan, Local 2396, Seattle, Wash.; and Knute Larson, Central Wisconsin District Council.*

Standing, from left: David R. Hedlund, Local 1489, Burlington, N.J.; Leonard A. Brandt, Local 7, Minneapolis, Minn.; Virgil W. Heckathorn, Kansas City District Council; and James Nicholson, Local 53, White Plains, N.Y.

Not pictured: Wilfred Warren, Local 2564, Grand Falls, Nfld.

GENERAL TREASURER'S REPORT—*Seated, from left: Douglas A. Thomas, Local 1789, Bijou, Calif.; Bobby G. Pierson, Local 515, Colorado Springs, Colo.; Committee Chairman Douglas J. McCarron, Local 1506, Los Angeles, Calif.; Committee Secretary William Pritchett, Washington, D.C., District Council; and Emsley W. Curtis, Local 1273, Eugene, Ore.*

Standing, from left: Michael J. Molinari, Massachusetts State Council; Walter Ralph Mabry, Local 1102, Detroit, Mich.; Clarence D. French, Local 1386, Province of New Brunswick; James W. Osburn, Local 690, Little Rock, Ark; and Richard H. Grady, Local 1404, Biloxi, Miss.

GENERAL EXECUTIVE BOARD'S REPORT—*Seated, from left: Gerald W. Newmann, Local 334, Saginaw, Mich.; Committee Secretary Paul M. Dobson, Houston District Council; Committee Chairman Francis J. McHale, Local 2287, New York, N.Y.; and Gary E. Knapp, Local 510, Berthoud, Colo.*

Standing, from left: Cyril Torke, Local 579, St. Johns, Nfld.; John L. Jarrett, Chemical Valley District Council; Larry Null, Sequoia District Council; and John H. George, Local 1098, Baton Rouge, La.

Not pictured: Ronald E. Aasen, Pacific Northwest Industrial Workers.

GENERAL PRESIDENT'S REPORT

GENERAL SECRETARY'S REPORT

GENERAL TREASURER'S REPORT

GENERAL EXECUTIVE BOARD'S REPORT

TRUSTEES' REPORT—*Seated, from left: Raymond E. Such, Local 1176, Fargo, N.D.; and Committee Chairman William Sopko, Local 964, Rockland County, N.Y.*

Standing, from left: Rocco A. Sidari, New York State Council; Douglas Banes, Northwest Illinois District Council; Houston Hamilton, Local 576, Pine Bluff, Ark.; Gaylord Allen, Wyoming District Council; Robert Joseph Nakonieczny, Local 1607, Los Angeles, Calif.; and J. Stephen Barger, Kentucky State Council.

Not pictured: Committee Secretary William C. Halbert, Baltimore District Council, and Donald E. Alford, Local 971, Reno, Nev.

APPRENTICESHIP—*Seated, from left: James H. Freeman, Skagit Valley District Council; Willis F. Griffin Jr., Jefferson County District Council; Anthony Michael, Local 114, Detroit, Mich.; Committee Secretary Samuel Heil, Ventura County District Council; Committee Chairman Robert D. Marshall, Local 33, Boston, Mass.; and David V. Holmes, Local 1251, N. Westminster, B.C.*

Standing, from left: James Tinkcom, UBC director of Apprenticeship and Training; Thomas L. Benson, Local 710, Long Beach, Calif.; Henry P. Baldridge, Oklahoma State Council; Robert H. Getz, Keystone District Council; and J.P. Long Jr., Local 1822, Fort Worth, Tex.

ELECTION—*Seated, front row, from left: Ken Hale McCormick, Tennessee State Council; Lawrence Thomas Shebib, Local 1588, Sydney, N.S.; Committee Secretary Erwin R. Hearn, Mid Atlantic District Council; Russell Allen Ward, Local 2279, Lawrence, Kan.; Al Benedetti, Local 1827, Las Vegas, Nev.; Michael E. Wright, Local 1021, Saskatoon, Sask.; and Committee Chairman James D. Slebiska, Local 106, Des Moines, Iowa.*

Seated, back row, from left: William A. Lawyer, Local 278, Watertown, N.Y.; James H. Donnella, Northwest Industrial District Council; Leon C. Waggoner Jr., Golden Empire District Council; N.G. Bergstrom, Rocky Mountain District Council; and Dick Ladzinski, Illinois State Council.

INDUSTRIAL—*Seated, from left: Committee Chairman James S. Bledsoe, Western District Council; Committee Secretary Charles E. Bell, Indiana Industrial Council; Joseph S. Lia, Local 964, Rockland, N.Y.; Dominic R. Papalis, Local 142, Pittsburgh, Pa.; and Alan T. Maddison, Local 2076, Kelowna, B.C.*

Standing, from left: Frank Gurule, Local 721, Los Angeles, Calif.; Walter Oliveira, Local 2679, Toronto, Ont.; and James E. Berryhill, Local 2848, Dallas, Tex.

Not pictured: Richard Dittenber, Local 1055, Lincoln, Neb.

TRUSTEES' REPORT

APPRENTICESHIP

ELECTION

INDUSTRIAL

CONVENTION COMMITTEES,

Continued

NEGOTIATED FRINGE BENEFITS—*Seated, from left: Committee Secretary Billy H. Brothers, Inland Empire District Council; Committee Chairman John Cunningham, Local 210, Stamford, Conn.; Jose J. Aparicio, Local 1062, Santa Barbara, Calif.; and Herschel E. Davis, Central Illinois District Council.*

Standing, from left: Gustavo M. Figueroa, Local 115, Miami, Fla.; Peter R.J. Pittman, Local 1975, Calgary, Alb.; and Donald A. Glassen, Local 1644, Minneapolis, Minn.

Not pictured: Donald Guilbeault, Local 2041, Ottawa, Ont.

ORGANIZATION—*Seated, from left: Armando Vergara, Local 721, Los Angeles, Calif.; Committee Chairman Edward C. Coryell, Philadelphia District Council; Committee Secretary Thomas E. Ryan, Local 13, Chicago, Ill.*

Standing, from left: Robert Warosh, Midwest Industrial Council; Larry A. Bourg, Local 1846, New Orleans, La.; Michael Draper, Local 2902, S.K. Mamizuka Jr., Local 745, Honolulu, Hawaii; James Watson, Local 2214, Festus, Mo.; and Peter L. Cavanaugh, Local 1837, Babylon, N.Y.

Not pictured: Denis Auger, Local 2921, Shippegan, N.B.

POLITICAL EDUCATION AND LEGISLATION—*Seated, from left: Committee Chairman John F. Greene, Arizona District Council; Committee Secretary Roger G. Perron, Local 407, Lewiston, Me.; and Wilbur A. Yates, Local 102, Oakland, Calif.*

Standing, from left: Bert E. Dally, Minnesota District Council; Wayne Pierce, UBC general treasurer; James W. Rudolph, Local 47, St. Louis, Mo.; Robin Gerber, UBC legal staff; Roy A. Houchins, Indiana State Council; and Kenneth M. Case, Local 1461, Traverse City, Mich.

Not pictured: Edward D. Prunty, West Virginia State Council; Earl Steward Huff, Local 627, Jacksonville, Fla.; and Edward J. Vincent, Local 102, Oakland, Calif.

RULES—*Seated, from left: Committee Secretary Louis J. Amoroso, Local 323, Beacon, N.Y.; Committee Chairman Pat M. Eyre, Local 184, Salt Lake City, Utah; and William Smith, Local 770, Yakima, Wash.*

Standing, from left: Kauko Niemi, Local 1669, Thunder Bay, Ont.; Ambrose J. Manley, Local 1005, Merrillville, Ind.; Gordon F. Franco, Local 262, San Jose, Calif.; Fred Schimelfenig, Local 261, Scranton, Pa.; and Louis Basich, Local 1079, Steubenville, Ohio.

NEGOTIATED FRINGE BENEFITS

ORGANIZATION

POLITICAL EDUCATION AND LEGISLATION

RULES

UNION LABEL—*Seated, from left: Sigurd Lucassen, UBC first general vice president; Committee Secretry Paul E. Snyder, Local 2882, Santa Rosa, Calif.; Committee Chairman Irving Zeidman, Local 2155, New York, N.Y.; Marlin C. James, Local 1294, Albuquerque, N.M.; and Werner R. Lange, Local 613, Hampton Roads, Va.*

Standing, from left: Brian Francis Cooper, Local 83, Halifax, N.S.; Edward F. Loomis, Local 10, Chicago, Ill.; and Neal S. Meyer, Willamette Valley District Council.

WARDENS—*Seated, from left: Committee Chairman David P. Saldibar, Local 24, Central Connecticut; Robert Rasmussen, Local 2520, Anchorage, Alaska; Michael D. Stevens, Local 586, Sacremento, Calif.; Kenneth H. Busch, Ohio Valley District Council; and Bruce E. Brommeland, Miami Valley District Council.*

Standing, from left: Corby Pankhurst, Local 846, Lethbridge, Alta.; General President Patrick J. Campbell; Michael W. Schwab, Local 2375, Wilmington, Calif.; Frank Hollis, Local 388, Richmond, Va.; Clifford Leroy Kahle, Las Vegas, Nev.; Homer Loghry, Local 1463, Omaha, Neb.; and Richard P. Wierengo, Michigan Industrial Council.

Not pictured: Norman Vokes, Local 107, Worcester, Mass.

MESSENGERS—*Seated, from left: Committee Chairman George Elrod, Local 413, South Bend, Ind.; Walter Rosenberg, Local 1325, Edmonton, Alta.; Committee Secretary Robert A. McCullough, Local 626, Wilmington, Del.; Joseph R. Guidry, Local 1897, Lafayette, La.; and Jerry Melvyn Witt, Local 88-L, Oakland, Calif.*

Standing, from left: Jon Clem Echols, Local 1144, Seattle, Wash.; Johnny Ray Conklin, Southeast Missouri District Council; UBC General President Patrick J. Campbell; Phillip G. Burnett, E. Central District Council; and Sam J. Shannon, Local 162, San Mateo, Calif.

Not pictured: Eugene R. Lee, Local 1857, Portland, Ore.; and Normand J. LeBlanc, Local 675, Toronto, Ont.

APPEALS AND GRIEVANCES—*Seated, from left: Bill E. Perry, Orange County District Council; Committee Chairman Thomas C. Ober, South Jersey District Council; Committee Secretary Richard L. Hart, Seattle District Council; Robert Hayes, Local 94, Providence, R.I.; and Perry Joseph, Local 1310, St. Louis, Mo.*

UNION LABEL

WARDENS

MESSENGERS

APPEALS AND GRIEVANCES

Washington Report

JOB TRAINING NEEDED

To revive the U.S. "as the world's leading economic and industrial power," a massive job training and education effort must go hand in hand with a national reindustrialization and trade policy, AFL-CIO President Lane Kirkland said at a recent conference sponsored by the Human Resources Development Institute, the AFL-CIO's employment and training arm. Some 150 HRDI staff members from HRDI projects across the country attended the five-day conference in Washington, D.C.

Regional economic and employment trends demonstrate the importance of a workforce that is "well-educated, well-trained, versatile, and adaptable," Kirkland said. Today, he said, "unemployment is lowest in the traditional high-wage areas of the northeastern states, which were written off a few years back in the rush of companies said to be looking for lower labor costs in the Sunbelt states."

"States that base their appeal on low wages, low taxes, and low-grade health and education systems are learning the lesson that spending to upgrade human resources is not merely an unavoidable expense, but the most productive investment that any government can make," the federation chief said.

CONSTRUCTION PREDICTIONS

New apartment construction is expected to decline about 18% this year primarily because of uncertainty created by proposed tax reform legislation, according to recent reports.

Multifamily units were started at an annual rate of 622,000 in June, up slightly from the previous month but down 22% from the peak of 799,000 in February. Multifamily permits have declined for three consecutive months and in June were 17% below the March level. For the year, 550,000 multifamily starts are projected, down 18% from the 670,000 started in 1985.

The high and steady level of single family housing construction, however, is one of the "bright spots" in today's otherwise sluggish economy. New single family homes were started at an annual rate of 1,223,000 during June, down 2% from the previous month but up 18% from the June 1985 rate.

U.S. BRIDGES DEFICIENT

Bridge rebuilders made record headway in 1985, but, according to the Federal Highway Administration, the nation's bridge problem remains serious. A total of 16,550 bridges were fixed or replaced last year and thus removed from the "deficient" list, compared with 10,605 replaced or improved in 1984. The net total of deficient bridges declined in 1985 by 6% to 243,917 at the end of the year. That figure, however, represents 42% of the bridges included in the nation's bridge inventory. The price for bringing all deficient bridges up to current standards is estimated at $50.8 billion, a 5% rise over the 1984 estimate.

NIOSH LOSES 7 OFFICES

How concerned is President Reagan with the health and welfare of millions of American industrial workers? Reagan himself has given an answer to this question—a cold callous answer. The National Institute for Occupational Safety and Health, the agency responsible for researching the safety and health of laboring men and women, was sharply reduced by a White House edict. The Chief Executive—with the stroke of a pen—wiped out NIOSH regional offices in Philadelphia, Pa.; New York, N.Y.; Chicago, Ill.; Kansas City, Mo.; Dallas, Tex.; San Francisco, Calif.; and Seattle, Wash.

SUPERFUND PROGRESS

Breaking a two-and-a-half-year deadlock, congressional conferees have apparently reached an agreement that will allow the nation's Superfund toxic waste cleanup program to continue. Some details have yet to be worked out, but basic agreement has been reached on funding the $9 billion program primarily by the petrochemical industry and other manufacturers.

The Environmental Protection Agency puts the number of toxic waste sites at over 23,000 across the nation. The five-year program, funded at the $1.6 billion level, has resulted in fewer than 500 starts and has completed cleanup at only 13 toxic waste dump sites.

Superfund was operating at an abnormally slow pace since last year, when Congress failed to come to an agreement on how to fund the program.

The new package proposed by the conferees sets new cleanup standards for hazardous chemical dumps and better protections for neighboring communities or victims of industrial poisons. Last month, the conferees' report was approved by Congress, and the Superfund program should generate jobs for many building trades workers.

PUSH FOR THIRD TERM?

An amazing attempt to maneuver President Reagan into a third term as president was launched recently by a small group of Republican leaders. To achieve a third term for Reagan would require a constitutional amendment, plus a two-thirds vote by both houses of Congress and approval by three-fourths of the state legislatures. And then he must be nominated and elected.

Massive Trade Deficit Impairs Industry and Economic Growth

The nation's trade deficit soared to a record $18 billion in July, with imports doubling exports for the first time on record—and the AFL-CIO warned that the imbalance would reach "massive proportions" by year's end. The deficit, which is running well above last year's $148.5 billion record, has caused the loss of between 3 and 4 million jobs since 1980, the last year the U.S. ran a trade surplus. The 1986 trade deficit is expected to be about $187 billion.

The influx of imports and stagnation of exports has devasted such basic industries as steel, machine tool, and textile and apparel, and is encroaching on such technologically advanced industries as semiconductors and telecommunications. As for the economy as a whole, the chickens have come home to roost. The trade deficit, more than any other factor, has been responsible for the economy's sluggish performance during the past two years, according to analysts.

This year's lower interest rates and plunging energy prices were supposed to spur growth and create jobs. Instead, the unemployment rate remains stuck above 7%, growth has slowed to a crawl, and government reports on industrial production, factory orders, factory use, and other economic vital signs point to the danger of another Reagan recession.

The Federal Reserve Board's usual elixir to stimulate economic growth—expanding the money supply—hasn't worked this year as it has in the past, and the trade deficit is mostly to blame. As *Business Week* magazine said, "While rapid money growth has probably stimulated consumer demand, much of this purchasing power has gone for foreign goods."

In addition, consumer purchasing power has been held down by the high rate of unemployment and by the declining number of well-paid jobs in the unionized manufacturing sector. The average earnings of production workers, adjusted for inflation, declined more than 9% from 1977 to 1985. Again, the trade imbalance is largely to blame for the loss of these middle-income jobs that keep demand strong, factories humming, and the economy afloat.

Agriculture, for years a bright spot on the American trade balance sheet, turned negative last May for the first time since 1959. An agricultural trade surplus of $26.6 billion in 1981 has been dwindling steadily, largely because of an overvalued dollar and foreign-subsidized farm exports.

In 1985 the United States became a debtor nation for the first time since World War I as it continued to import far more than it exported and borrowed heavily from foreigners to pay for the extravagance.

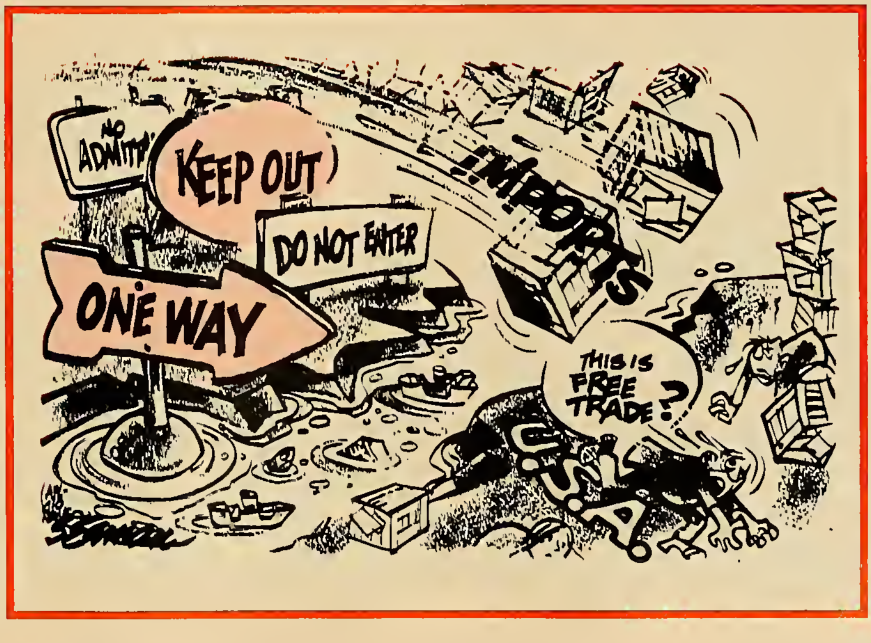
The trade figures increased the likelihood that Congress will approve effective trade legislation next year. The House on August 6 fell just short of the two-thirds needed to override President Reagan's veto of a bill to limit imports of textiles and apparel, shoes, and copper. The House overwhelmingly passed a comprehensive fair trade bill in May, and the new figures have increased the pressure for Senate action.

Trade is becoming an important issue in this year's congressional election campaigns. After the July trade report was released, Rep. Tony Coelho (D-Calif.), chairman of the Democratic Congressional Campaign Committee, said, "Thirty-one of the 50 states are now in recession—with high unemployment, largely due to the record trade deficits, in heavy manufacturing, agriculture, and high-tech industries."

"Trade has become a major political issue because the Republican Party leadership is out of touch with America's heartland," Coelho said. Campaigning Republicans have taken pains to distance themselves from the Reagan Administration's "free trade" stand.

U.S. multinational corporations, rather than invest at home, continue to move capital and jobs abroad in search of the highest profits and lowest wages. These big companies have tried to shift the blame to the victim—the American worker—for being "greedy" in wanting to maintain a decent standard of living.

The multinationals and the Reagan Administration defend this state of affairs as "free trade" despite the fact that the other nations of the world protect their industries from imports and boost their exports in a variety of ways. But in this election year, the voters are demanding a fair trade policy to bring the trade deficit under control, preserve the nation's industrial base, and save the good jobs needed for a healthy economy and the American standard of living.



Ottawa Report

EQUAL PAY FORMULA

Manitoba and its 17,500 public employees have agreed on a formula to bring in pay equity aimed at raising wages for low-paid women's jobs in the civil service.

The agreement was reached this past summer between the government and the Manitoba Government Employees Association. Roberta Ellis-Grunfeld, the province's pay equity commissioner, hailed it as a "major step in Manitoba and in Canada" toward ensuring that women in "undervalued and underpaid" jobs receive equal pay for equal value.

Women hold 7,300 of the civil service jobs in Manitoba, earning on average 83% of what the average male employee is paid.

The province will use a point system that was devised by Hay Management Consultants Ltd. of Toronto. The system was applied in Minnesota, which instituted pay equity in its civil service in 1982 and extended it to local governments and school boards in 1984.

JOBLESS REPORT RELEASED

The number of people unemployed for more than a year increased 91.6% from 1982 to 1985, according to a study recently released by Statistics Canada.

In this period, short-term and medium-term unemployment more or less levelled off. In the three-year period, the number of people unemployed six months or less decreased to 888,000 from 962,000; and the number out of work from six months to a year increased slightly, from 181,000 to 193,000.

However, the number of people unable to get a job for more than a year jumped from 58,000 to 112,000 from 1982 to 1985, the Statistics Canada report noted.

Since this supposedly was a period of economic recovery, one would expect "that over time this would level out as persons from all levels of duration of unemployment would find jobs," commented Gary Cohen, the author, a labour-market analyst, who prepared the report for Statistics Canada.

The proportionate increase in long-term unemployment varied by industry in the period 1982 to 1985: from a low of 53.4% in manufacturing to a high of 136.5% in construction.

PARLIAMENTARY UNIONS OK

About 3,000 employees on Parliament Hill now have the right to join a union and be certified; negotiate salaries, hours of work, vacations, staff performance appraisals, classifications, and related working conditions; consultation in the establishment of new job classifications; union notice boards; and leave for union business.

These points are contained in a recently passed bill. The legislation covers messengers, cafeteria workers, librarians, cleaners, and maintenance staff, who have fought for four years for the right to organize a union. About 1,000 already were union members when Bill C-45 was passed.

Unfortunately, it does not cover the staff of Members of Parliament and the negotiations procedure is limited to arbitration. However, changes in staffing, classification and the need for an independent third party grievance procedure were introduced.

The legislation is more restrictive than that covering other federal public servants, who may strike.

PART-TIME WORK INCREASING

Part-time employment in industries covered by the Canada Labour Code is increasing faster than that for full-time employees, according to a study released by the federal labour department which covered polled firms within federal jurisdiction, such as banking, transportation, and communications.

The *Survey of Part-time Employment in Federally Regulated Industries* found that: 38% of employers increased their full-time work force between 1983 and 1985, but 48% reported increases of part-time workers during that period. While 14% of employers reported increases of 10% or more in full-time employment, 20% said that part-time employment increased by at least 10% between 1983 and 1985.

The increase in part-time employment in the period of the survey was particularly significant among financial institutions: 81% reported an increase in part-time work; while 36% increased their full-time work force. And the financial sector expects that this trend will continue until mid-1987. "Nine per cent of employers in finance expect increases of 10% or more in full-time employment, whereas 36% expect part-time employment to increase by 10% or more over this period," the survey reported.

A 23-hour week is the average of permanent part-time employees, who work 44 weeks a year. Their average income in 1984 was $9,260.

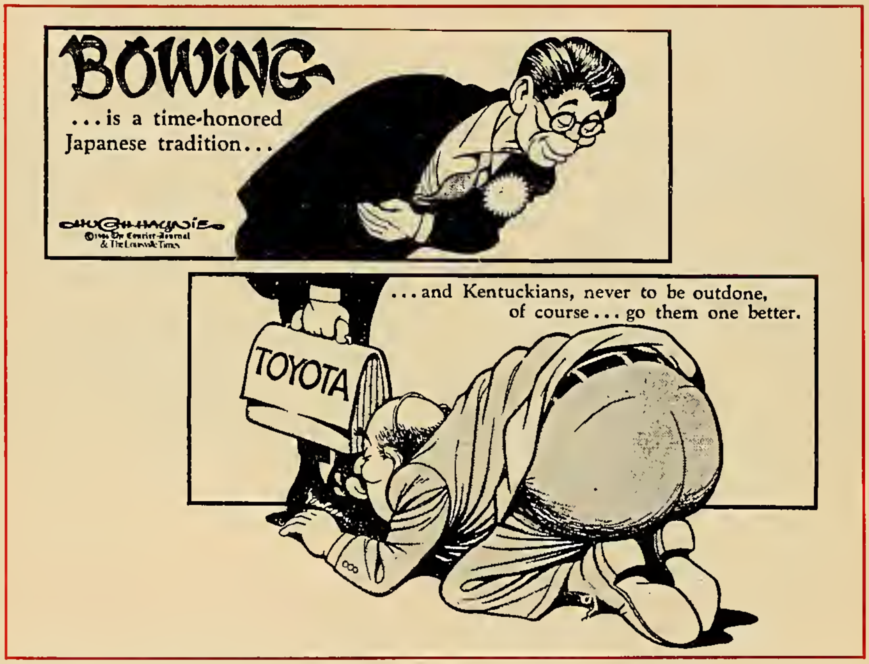
CANADIAN CONTENT IN CARS

A poll conducted for the Motor Vehicle Manufacturers' Association indicates strong public support across Canada for the principle of Canadian content in the manufacture of automobiles.

The study, conducted by Optima Consultants, asked: "Would you support, or not support, having the federal government require that foreign manufacturers meet the same Canadian value-added rules that apply to domestic auto manufacturers?"

The national average of support for mandatory Canadian content requirement was 86%. In the Atlantic Provinces and Quebec, the positive response was 83%; in Ontario, 89%; in Manitoba and Saskatchewan, 84%; in Alberta and B.C., 87%.

Building Trades Action Against Toyota Saves American Taxpayers $32 Million


BOWING
...is a time-honored
Japanese tradition...
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& The Louisville Times
...and Kentuckians, never to be outdone,
of course... go them one better.
TOYOTA

With strong United Brotherhood legislative support, the AFL-CIO Building and Construction Trades Department has convinced the Congress that giving tax advantages to the Toyota Motor Co. is unfair. Before it adjourned in September, the Senate-House Conference Committee on Tax Reform struck down a proposed amendment to the tax reform bill which would have given the Toyota Motor Co. a special $32 million tax break in its construction of a plant near Georgetown, Ky.

Robert Georgine, president of the Building Trades and UBC member, issued the following statement to the press following the committee decision:

"The Building and Construction Trades, AFL-CIO, its 15 affiliated national and international unions representing 4.1 million members and especially our members in the state of Kentucky are very pleased with the decision of the Conference Committee.

"We are proud, as we have been many times in the past, with the members of the Conference Committee and their representative chairman who after having reviewed the facts of the issue, which were originally brought to their attention by the Building Trades' unions, demonstrated their firm commitment to the principles of fairness."

The transition rule was a special exemption written into the Senate version of the tax bill granting to Toyota specific tax breaks not given to American companies. It permitted Toyota to retain accelerated depreciation rates, investment tax credits, and other privileges which were specifically eliminated for other companies by the reforms in the new bill.

A lobbyist for Toyota in Washington, D.C., told the *Lexington (Ky.) Herald-Leader*, "The unions lobbied heavily in Kentucky and in Washington against giving a tax break to a nonunion plant, and it apparently had some impact."

"The company has no right to these tax breaks," Georgine told reporters. "We're happy that this is the way this is being played out."

The Building Trades fought the special provision for Toyota because of a dispute over their use of nonunion labor for the construction of an $800 million auto assembly plant in Kentucky.

There were tax breaks in the tax reform bill, however, for automakers such as General Motors Corp., which is building a plant for Saturn automobiles in Spring Hill, Tenn., under a union project agreement.

Jerry Hammond, executive secretary-treasurer of the Kentucky State Building and Construction Trades Council, said he considered the decision to deny Toyota the $32 million tax break "a victory for the tax reform package."

The United Brotherhood worked hard to defeat the attempted $32 million giveaway to Toyota. Last July, in *Carpenter* magazine, we urged readers to write to General President Patrick J. Campbell, and declare: "I won't buy Toyota until the company gives American workers a break." The general president's office was flooded with letters supporting the UBC position.

In addition, every UBC member in Kentucky received a letter urging that Kentucky Congressmen and Senators be contacted and told of the Toyota giveaway. Thousands of cards and letters went to Capitol Hill requesting that the "transition privileges" proposed for Toyota be denied.

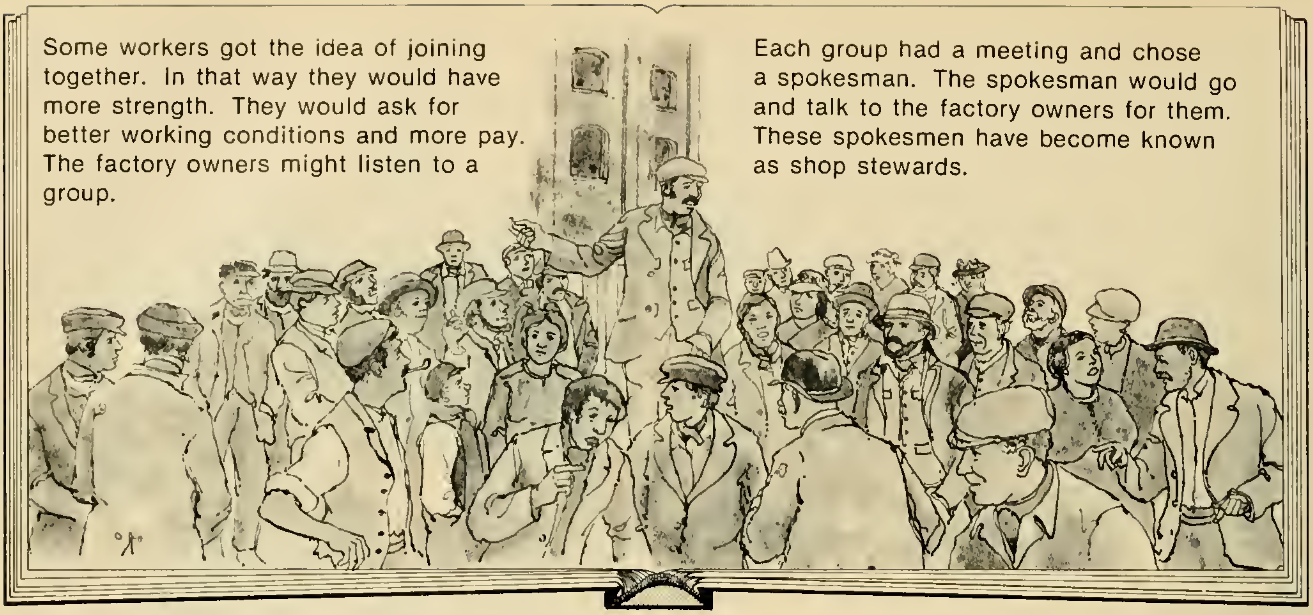
Nord Door Sued by Anti-Union Consultants

For 59 years Local 1054, Everett, Wash., and Nord Door Inc. enjoyed a harmonious relationship. In 1983, however, that all changed. Nord left the Timber Employers Association during contract negotiations and provoked the first strike in the company's nearly six-decade existence. Local 1054 is now into its fourth year of picketing and other strike activity.

As part of Nord's union-busting program, the company hired the San Francisco law firm of Littler, Mendelson, Fastiff, and Tichy and the West Coast Industrial Relations Association. Despite these efforts, Local 1054 members have stood their ground, picketing Nord to affirm their right to fair treatment.

In addition to strike troubles, Nord has had to defend itself against an arbitration on contract violations, a NLRB complaint on alleged coercive conduct by management and now a lawsuit by Littler, Mendelson and WCIRA to retrieve nearly $150,000 Nord owes them for services rendered.

Nord lost the arbitration and was held responsible for substantial payments to several hundred union workers. The Littler, Mendelson/WCIRA case has not yet been resolved; however, there is a lesson to be learned here: A company that is willing to cheat its loyal workers may not hesitate to try to cheat its union-busting consultants.



Some workers got the idea of joining together. In that way they would have more strength. They would ask for better working conditions and more pay. The factory owners might listen to a group.

Each group had a meeting and chose a spokesman. The spokesman would go and talk to the factory owners for them. These spokesmen have become known as shop stewards.

Sample pages from What is a Union? *explain how unions began. Copies are available from the General Secretary*

Learning about Labor in School

Organized labor's contribution to the development of this country is a story rich in history as well as an extremely significant factor in the development of our democratic way of life. Unfortunately, for too long a time, organized labor, its history, its contributions, and its goals have been omitted from textbooks and school curricula. This is a disservice to the students and their families, many of whom are union members.

The students' mistaken image of unions is reinforced by television and radio news broadcasts or newspapers that focus on the dramatic and/or unusual such as strikes or violence. Often the only other information students receive about the labor movement comes from the flood of materials supplied by business organizations to the schools that normally say nothing at all about unions or workers' rights but many times are blatantly anti-union.

Such a view of the labor movement has even insidiously spread to some of our own members, resulting in a loss of union spirit. Many of our members no longer understand the benefits of union membership. They seem to believe that their salary and fringe benefits are gifts from management. For new union members there is little appreciation of the struggles waged by other unionists that led to the improved working conditions for themselves and their families. There is even less understanding of the many gains that unions have won for all working people, whether union members or not.

A labor education program in the schools is one way to give young people an opportunity to learn about unions before they begin working. Upon leaving school, if they enter union jobs they will more likely be active union supporters, or if their first job is nonunion they will be more receptive to organizing.

A labor education program in the schools is one way to give young people an opportunity to learn about unions. . .

Labor always has had great interest in the educational process and in its quality. It also is concerned that schools provide adequate, unprejudiced instruction in labor history and about labor's role in American society. Further, we want schools to prepare people for productive roles and to become intelligent consumers in a rapidly changing technological society.

Overall, the aims of labor in the schools' programs would be to increase students' knowledge of unions and the labor movement, to develop in students a more positive attitude toward unions, and to include labor studies curricula in schools and teacher preparation.

As international unions and other groups recognize the importance of sharing our history with students, many are establishing programs and coordinating materials to further this goal. Labor-in-the-schools projects and programs can range from the very simple to the very complex. Some local unions or individual members are involved in school visits as speakers or contribute books about labor to school libraries.

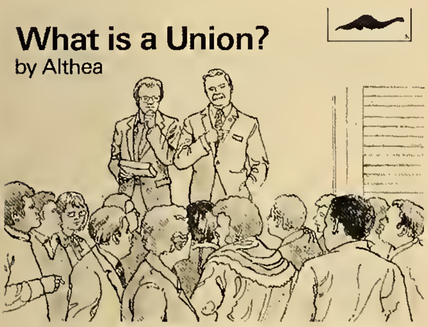
Here at the General Office, we have recently received a limited number of copies of *What is a Union?*, an elementary-level paperback book appropriate for use by grade school teachers in classrooms and for inclusion in school and community libraries. Copies can be obtained by contacting the General Secretary's office.

Althea Braithwaite, the author of the book, is known primarily as a children's author. She had originally written this book for use in Great Britain, but adapted it for the U.S. It was published by Rourke Enterprises of Windermere, Fla.

The publication explains how trade unions function to make better working conditions for people. It tells readers how the need for unity among the working people was first realized and how unions began. Pensions, training programs, and strikes are also discussed. Color drawings by Chris Evans illustrate the text.

The AFL-CIO Department of Education has prepared a manual designed to assist union members in developing a labor-in-the-schools program. It contains sample publications and materials, examples of labor-in-the-schools projects, and other resources.

The handbook, *Labor in the Schools, How to do It!*, is available for $5 (orders of 10 or more receive a 20% discount) from the AFL-CIO, Pamphlet Division, 815 16th Street NW, Washington, DC 20006.



This paperback is appropriate for use in schools, homes, and public libraries.

In addition, the AFL-CIO Department of Education has available Teacher Kits containing material about unions and the labor movement which are available free of charge on individual request. The Education Department also has the largest circulating film/video cassette library on labor topics in the United States.

Reports from all around the country have demonstrated that our efforts to get organized labor represented fairly and accurately in schools do achieve results. Some states and school districts have already added labor history to their social studies or American history curriculum. In many cases individuals or groups are scheduling speaking engagements and visits to schools to further student knowledge and foster a more positive image of the unionist.

If we want our children and successive generations to understand the vital role of organized labor in the development of this country, we must all take whatever steps we can to get labor in the textbooks, in the classrooms, and in the schools. UBC

Labor History Handbook a UBC Member's Dream

We all understand the value of teaching labor history to schoolchildren, but only a handful of states currently give labor a place in their curriculum. Just this fall another state joined the list with a handbook on labor studies for use by social studies teachers.

The state is Kentucky, and credit for pushing the handbook goes in large part to Local 559 member Bill Sanders, according to a columnist in the Paducah, Ky., *Sun-Democrat*. The veteran member has spent 10 years touting the value of such a publication to politicians and other union officials.

"To see this finally happen in the last years of my life—I just couldn't be happier," said the 78-year-old executive secretary of the West Kentucky Building and Construction Trades Council.

Sanders saw the rough draft of the book, which is geared toward middle and high school students and likes what he's seen. "This will give our young people a better understanding of what the labor movement is all about. It's not propaganda. It's the facts."

The handbook divides Kentucky labor history into five periods, but emphasizes 20th century events, starting with the formation of the Kentucky Federation of Labor in 1900.

Among more recent events cited in the handbook are the creation of the Kentucky Labor-Management Advisory Council by the General Assembly in 1978. Six years later, Gov. Martha Lane Collins established the Kentucky Labor Cabinet and appointed Dr. John C. Wells as the state's first secretary of labor.

Sanders is pleased to see Kentucky include the state's labor history in its schools.

For 1986 it noted, "Toyota breaks ground for an auto factory in Georgetown, Ky. Labor is concerned that the Japanese could build political influence in the U.S. and the major manufacturers would be able to offset the effect of any trade barriers that Congress could erect. (Japanese goods built in this country are made with parts that usually come from Japanese suppliers.)"

The handbook concludes by warning that "although the potential uses of technology are great, care must be taken to assure that workers receive humane treatment through its use. It is certain that more far-reaching changes are yet to come. The manner in which labor and management respond to the challenges will shape the course of labor history in the decades to come."

AMERICAN EXPRESS
LEAVE HOME WITHOUT IT

Let American Express Hear From You!

The following letter is one of hundreds recently sent to American Express:

Chairman James D. Robinson III
American Express
777 American Expressway
Fort Lauderdale, Florida 33337

Chairman Robinson:

I have worked as a Union Carpenter all my life. I have enjoyed a fair wage and working conditions which we have negotiated over the years. Now I am the full-time Business Agent for Carpenters Local 976 in Marion, Ohio. I represent skilled craftsmen who work very hard for their wages and benefits, sometimes becoming permanently disabled or losing their life.

When I see a company such as American Express building a project nonunion for the purpose of cheating skilled craftsmen out of fair wages and benefits, then I must cease all business transactions with you immediately.

Jack R. Noggle
Local 976
Marion, Ohio

Camp Contributions

$1000
Building Trade Unions contributions to Pine Tree Camp

Last month we reported the success of a fund-raising drive at the Rust Engineering Co. job at the Warren-Scott Paper Co. in Skohegan, Me. Members of Local 320, Augusta-Waterville, Me., exceeded their goal of $1,000 to be donated to a camp for crippled children. Missing in the photo that accompanied the account was Millwright Shop Steward Parker Smith, pictured above.

Labor News Roundup

Utah Building Tradesmen seek Davis-Bacon violators

In an unprecedented move for organized labor in Utah, a $1000 reward is being offered to anyone furnishing information leading to the conviction of contractors found in violation of the Davis-Bacon Act.

The reward is being offered by the Utah Building and Construction Trades Council, an affiliated group of Utah labor unions. The Council reports it will hold all information in confidence.

Davis-Bacon requires contractors to pay prevailing wages as determined by the Department of Labor on construction projects financed with federal funds.

In addition to failure to pay prevailing wages, the Council says some employers are requiring that a portion of wages be returned as a condition of employment. Others are requiring employees to work additional hours not shown on their time cards, and still others are paying employees on a piece-work basis.

The intent of the law was to insure that the federal government, through its bidding and construction contracts, does not drive down or subvert local wage rates. Labor unions periodically report prevailing wages for their people to the Department of Labor.

Some contractors question whether the Department checks to see if these figures are inflated or include a balanced proportion of nonunion wages. The Department of Labor publishes area-adjusted wages which contractors on federal projects are obliged to follow.

The Associated General Contractors of Utah has adopted a position that Davis-Bacon should be obeyed, as it is the law.

Commission rules to stem tide of imported flowers

Imports of fresh-cut flowers may be injuring domestic producers, according to a ruling by the U.S. International Trade Commission. The Commission issued, in all, 14 preliminary rulings involving the anti-dumping act, one of which concerned importation of several varieties of flowers which has exceeded $200 million in 1985. The ruling also called for enforcement of countervailing duty law.

Dumping is the sale of products at prices less than fair value, and countervailing duties are meant to offset subsidies by foreign governments.

Short-term exposure limit needed on ethylene oxide

A federal appeals court ordered the Occupational Safety and Health Administration to adopt a short-term exposure limit on the suspected cancer-causing gas ethylene oxide or explain why it isn't needed. The State, County and Municipal Employees, Hospital and Health Care Employees, and the Public Citizen Health Research Group brought the issue to court after OSHA failed to include a short-term limit in its EtO standard. AFSCME President Gerald McEntee welcomed the ruling, saying that "thousands of health care employees need protection from the effects of the gas," which is used as a sterilant for medical equipment and in manufacturing.

The United Brotherhood has asked OSHA to also consider short-term exposure limits for asbestos, benzene, and formaldehyde.

Two large corporations announce layoffs

Big business and particularly multibillion-dollar firms continuously boast of how much they contribute to the economy and how many jobs they contribute. Recently, in the space of a week, two of the nation's largest and richest manufacturing corporations made their "contribution." IBM announced the firing of 4,000 workers this year and 8,000 next year, all to cut costs. And General Motors will lay off 4,000 in the months to come from its Chevrolet-Pontiac group alone.

Boy Scouts aim to buy union

In a new official publication, the Boy Scouts of America gives stirring recognition to the contribution unionists make to their communities. The booklet, entitled *Funding Capital Needs*, notes that "organized labor has done much to provide extra value in doing work for the Boy Scouts of America, both contractual and volunteer."

The publication includes a special section called "Involving Organized Labor," where it explains how to find union-made goods and services. It tells local Scout councils to "be equitable in their consideration of the opportunity for organized labor to provide goods, services, and construction," and gives a checklist how to identify union firms in the area, and to involve them in the bidding/purchasing process.

Gallup finds Americans favor U.S. made products

That "Made in America" is gaining back respect was discovered in a recent Gallup Poll. The findings were that Americans perceive U.S.-made products as higher in quality, home electronics being the exception to the rule. Over 1,000 adults, representing a cross section of ages, education, and income, were asked questions relating to the quality of a product. The poll is an appraisal of the way consumers feel about various products and is not intended as an appraisal of the products themselves or the countries that manufacture them.

Consumers favor clothing made in the U.S.A.

U.S. apparel was rated tops in another survey conducted recently by R. H. Bruskin Associates. No less than 70% of over 2,000 men and women interviewed thought U.S.-made clothing best for "overall quality," while only 8% favored foreign-made apparel in this category.

U.S.-made clothing scored from 60% to 69% in such categories as best value, workmanship, size variety, best material, and long lasting. Comparable scores for foreign-made apparel ranged from 21% to 8%.

Japanese workers aren't so happy or loyal after all

Singing company songs, the team-spirited, pro-management employees of big Japanese firms are the idols of North American managers. But a new survey by the Japanese electrical workers' union indicates East Asian employees may be less loyal to their bosses than workers in other industrially-developed countries. Swedish workers are twice as likely as Japanese employees to say they "do the best for my company." West Germans and workers in Yugoslavia are more loyal to the boss than Japanese employees. Japanese workers are more likely to say they do "as much for my company as it does for me." The 10-country survey was conducted among 11,000 electrical machinery workers by Professor K. Thurley, London University, a British social scientist, who says the fabled loyalty of Japanese workers is the result of confusing employer paternalism with employee devotion. He thinks "the myth is collapsing." The typical Japanese worker is more disgruntled than other workers in the international study because of excessive overtime and the lack of sufficient leisure.

UBC's Wal-Mart Petition Drive Commences In 22 States

After two successful mass leafletting efforts aimed at consumers at over 600 Wal-Mart stores in 22 states, the United Brotherhood's boycott is taking a different twist. In mid-September 25,000 petitions were mailed to Wal-Mart campaign coordinators in all 22 states, mostly in the South and Midwest, where the company does business. The petitions read:

PETITION
Attention: Sam Walton
Chairman of the Board
Wal-Mart Stores Inc.

We the undersigned Wal-Mart customers urge you to ensure the employment of local construction contractors, paying fair, union wages and benefits to local workers on Wal-Mart construction projects. Since you are reportedly the richest man in America (worth nearly $3 billion) and Wal-Mart is a highly profitable corporation, we feel this is not too much to ask.

Should we find that Wal-Mart is unwilling to comply with our request, we shall individually cease doing consumer business with Wal-Mart and urge all family and friends to do likewise.

Once a significant number of these signed petitions are received in the General Office, Wal-Mart organizers plan to present the accumulated signatures to Mr. Walton personally. Leafletting and petition signing are taking place only at Wal-Mart locations that were built by nonunion carpenters.

One strong indication that the boycott is having a direct effect on Wal-Mart recently came from Local 1836 Business Representative Ray Fountain, Russelville, Ark. Fountain reports that UBC work on the company's new warehouse/distribution center being constructed near the Wal-Mart headquarters in Bentonville, Ark., will be done by Holman Construction—a union contractor. Though it has over 65 Wal-Mart stores across Arkansas, (the most in any state), and the massive headquarters complex, this is the first time in the company's 16-year history that it has used union carpenters in Arkansas, according to Fountain.

Joe Hall, Local 690, Little Rock, Ark., top, and Business Representative Jim Osburn, Local 690, below, distributing leaflets outside a Bentonville, Ark., Wal-Mart facility.

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LOUISIANA-PACIFIC

WOOD PRODUCTS

UNITED BROTHERHOOD
OF CARPENTERS
AND JOINERS OF AMERICA

"L-P Sued for Operating Without Permits"

This recent headline in Colorado newspapers began a new chapter in L-P's struggle to keep its new waferboard plants in Colorado operating. Originally blocked by UBC opposition, the two waferboard mills have been attacked by state environmental regulators for two years. Now, the federal Environmental Protection Agency is after L-P for its emissions of carbon monoxide and "potentially toxic chemicals" from the mills.

Citing L-P as a "significant violator," the EPA filed a lawsuit in federal district court charging that L-P failed to apply for a special EPA permit for its two Colorado plants. The action could cost the wood products company as much as $25,000 a day for each day it fails to comply with EPA notices of violations issued in June. L-P's response to these repeated charges is to threaten to leave the state, eliminating the jobs created by the plants.

Forced closure of the new waferboard plants or an abandonment of the $40 million investment would create serious problems for L-P in the financial community. L-P's aggressive waferboard expansion is an important basis for the continued support of the company by certain Wall Street analysts and a retreat from the expansion program would signal serious vulnerabilities.

GIVE L-P A CALL

L-P has established a toll free number, 1-800-547-6331, which you can call to ask questions about the company. Here are a few you might ask:

Why did L-P destroy the livelihoods of 1,500 dedicated workers?

Why is L-P a union-busting company?

How come Harry Merlo makes so much money and the workers in the company's plants so little?

If you don't like the answer you get, CALL AGAIN!

1-800-547-6331.

U.S. Bancorp's Chairman Joins L-P Board

The newest member of L-P's board of directors is John A. Elorriaga, chairman and chief executive of U.S. Bancorp. In a letter to Elorriaga following the announcement of his new position, UBC General President Patrick J. Campbell wrote: "There's an old adage that you can judge people by the company they keep. Your position on the L-P board says a lot about you and U.S. Bancorp. As our fight against L-P continues, we will endeavor to inform the working men and women of Oregon about U.S. Bancorp's association with L-P."

Handbilling action will be conducted at branch offices of U.S. Bancorp affiliated banks to inform bank customers of the bank's association with the union-buster. Elorriaga is very familiar with the L-P dispute, as L-P's corporate headquarters, which has been the target of numerous labor demonstrations, is located in the U.S. Bancorp headquarter's building in Portland, Ore.

New L-P Products Added to Boycott List

L-P is now producing a bark mulch product for gardening consumers marketed under the name "Landscapers Pride." The product is sold in Texas, Oklahoma, Arkansas, Mississippi, and Louisiana.

L-P is also now producing vegetables from greenhouses located on various mill sites. The vegetables are marketed under the name "Gourmet Gardens." Business must be tough in the wood products business.

While L-P adds such products to supplement its weak earnings performance, it also quietly reported that its much-promoted attempts to obtain $10 million in new venture capital recently went bust.

CLIC Report

Voter Revolt In the Heartland?

When U.S. voters go to the polls on Election Day, November 4, we may see "a populist revolt in the heartland," says Congressman Tony Coelho, chairman of the Democratic Congressional Campaign Committee.

He bases his prediction on a study by Democratic staff members of the Congressional Joint Economic Committee.

The study finds that America's East and West Coasts are doing well, while the 34 states which are generally considered the heartland have sagging economies.

The conventional wisdom once was that the nation's economy was split along have and have-not lines between a prosperous Sunbelt and a rusting Frostbelt. Now Democratic Congressional staff members tell us that there is a different split today—the "haves" on the West Coast, extending from Silicon Valley, near San Francisco, down through Orange County, Calif., an area of high-tech industries, and the "haves" in 16 East Coast States, where financial service firms, investment houses, insurance companies, and advertising agencies are booming. In between is the broad farming and manufacturing area of the Mississippi Valley, where farm foreclosures and plant shutdowns abound and the energy industries are suffering. According to the Democrat's economic study, the Midwest has replaced the South as the area of the country with the lowest family incomes.

Congressman Coelho anticipates that heartland voters may not blindly support Reagan-endorsed candidates this time around but will recognize the dire consequences of the trade deficits as they apply to farm production and the smokestack industries.

CLIC Endorsements

The Carpenters Legislative Improvement Committee has taken a reading among its local and state groups, and it offers these candidates for the U.S. Senate who are endorsed for election on November 4:

ALABAMA—Richard Shelby
ARIZONA—Richard Kimball
COLORADO—Timothy E. Wirth
FLORIDA—Bob Graham
GEORGIA—Wyche Fowler
LOUISIANA—John Breaux
MARYLAND—Barbara Mikulski
MISSOURI—Harriett Woods
NEVADA—Harry Reid
NEW YORK—Alfonse D'Amato
NORTH CAROLINA—Terry Sanford
OKLAHOMA—Jim Jones
SOUTH DAKOTA—Tom Daschle
VERMONT—Patrick Leahy
WASHINGTON—Brock Adams
WISCONSIN—Ed Garvey

These are the endorsements we have received at press time. UBC members are urged to check their local CLIC and COPE (the AFL-CIO's Committee on Political Education) endorsements for local, state, and federal offices.

Knife Sales for CLIC

For many years, John Carr, Local 338, Seattle, Wash., has been donating staghorn handled knives he makes to raise money for CLIC. John Carr, recently retired after 27 years as financial secretary and business representative of his local, is pictured, above, right, with CLIC Committee Chairman Wilbur Yates. The knives, displayed at the recent Washington State Council Convention, brought in $700 this year for CLIC. Earlier, he raised $400 for CLIC.

Time to Vote in the General Election, November 4

In 1845—when the population of the United States was only 18 million and James K. Polk was in the White House having defeated Henry Clay the previous year, 1,337,243 to 1,299,068—the U.S. Congress decided that all general elections for public office should be held during the first week of November, because "harvesting is over then, and winter has not yet made the roads impassable."

Tuesday was designated instead of Monday, because many voters lived a day's journey from a polling place and objected to traveling on Sunday.

Much has happened since then. The privilege of voting has been extended not only to landowners, but to all eligible men and women 18-years of age and older. We've been using voting machines since they were first installed at the polls in Lockport, N.Y., in 1892.

But one thing has not changed: Although millions of Americans are eligible to vote, few go to the polls.

Statisticians at the Bureau of the Census report there are some 30,000,000 more Americans of voting age today than in 1970, partly because of population increases and partly because of the lower voting age. But millions of potential voters will not qualify because they never have registered to vote. And millions more will simply stay home.

Less than half of the electorate voted in the off-year elections of 1962, 1966, and 1970, and officials fear greater voter apathy this year.

Since the early days of the republic, labor unions have fought to extend the franchise for voting to more eligible Americans.

Today, labor works diligently to get out the vote on Election Day, reminding its members of the importance of every vote in any election.

Organized labor's traditional dictum that "every vote counts" was never verified more convincingly than in the election races for the U.S. Senate four years ago. A switch of only 30,000 votes in five states would have given the Democrats control of the Senate. Even though Democrats took 55% of all the votes cast in the Senate races in 33 states, the GOP hung on to its 54–46 majority. Respected pollster Louis Harris commented that the election was an "almost total rejection of the New Right and neo-conservatism. We have purged ourselves of Reagan's 1980 mandate." Asked about the blue-collar vote, Harris replied, "The unions did an effective job of getting out their vote."

Let's get out the vote again on November 4!

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Making Bedposts

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Each issue of *Fine Woodworking* magazine is filled with the ideas and discoveries of today's best woodworkers—master craftsmen, serious amateurs and talented professionals. A year's subscription brings you an incredible range of information—on joinery, turning, carving, veneering, finishing, machines, handtools and any of a hundred other woodworking specialties.

You'll find projects that teach new skills, demonstrations of tools and techniques, new ideas, old-world traditions, shop tests, coverage of current woodworking events and some breathtaking examples of the woodworker's art for inspiration. And we reserve at least one-quarter of each issue especially for our readers—a place where they can ask questions, air opinions and share jigs, tips, tricks and discoveries with each other.

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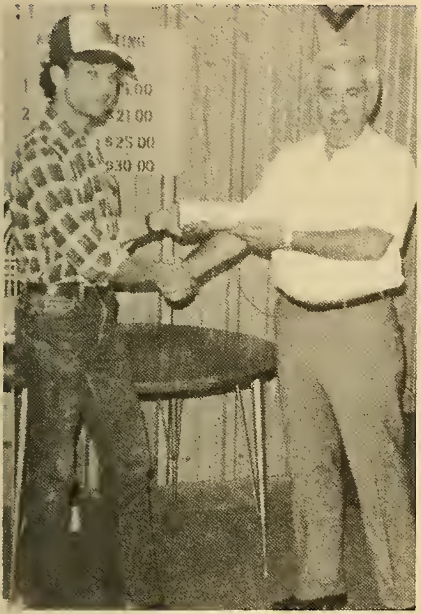
Get-On-Board Campaign in Virginia

Members of Local 1764, Marion, Va., signed up 115 members between May and July of this year as part of their ongoing "Get-On-Board" Campaign. At last report, 35 more members had been signed and the campaign was still going strong.



Darrell Tibbs, Local 1764, is presented a UBC watch by Mid-Atlantic Industrial Council Executive Secretary E. Richard Hearn, for signing the most new members—a total of 21.

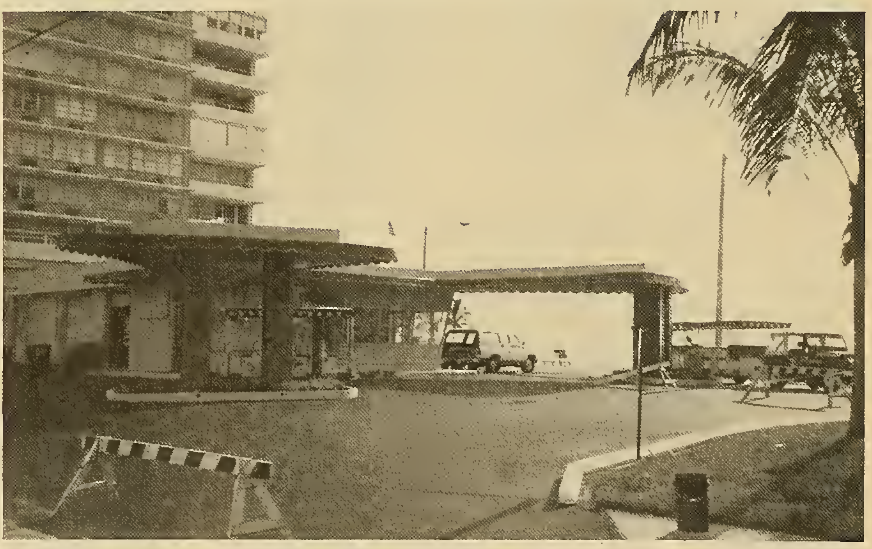
Local 1764 campaign members in bright red UBC jackets. Front row, from left, are Mary Hawthorne, Rita Debord (daughter), and Mary Cornett accepting a jacket for deceased member David Cornett. In the back row, from left, are Allen Richardson, Johnny Greer, Darrell Tibbs, Roy Pennington, Roger Wyatt, and Jeff Call.

Making It Shine In Ft. Lauderdale

Thirteen members of Carpenters Local 123, Broward County, Fla., donated their time and talents to the city of Ft. Lauderdale as a part of the "Make It Shine" program. The program is coordinating 75 civic projects for completion during 1986 in celebration of the city's 75th anniversary. Projects range from beach clean-ups and improvements to other restorations around the city.

Carpenters Andrew Casilli, Charles Farone, Larry Feldheim, Mickey Feldheim, Kurt Hoeft, Edd Holladay, Hank Knispel, Gordon Long, Paul Matteodo, Jeff Miller, George Morreale, Daniel O'Niel, and John Schlageter were involved in replacing the existing wood facade on a Voyager Sightseeing Train Station. The station is a proposed site for the visitors' information center and a focal point of Ft. Lauderdale public beaches.

The project involved replacing the existing facade with tongue and groove V-joint rough sawn cedar.



The newly refurbished Voyager Sightseeing Train station.

VOC Chairman Mike Decker and State Organizer Gordon Long work on the demolition of the old facade.

Appreciation sign erected by the city recognizing those who made the project successful.

Veterans Hospital Gazebo Built by Members

Members of Local 455, Somerville, N.J., donated their services in cooperation with the Edward J. Hall Chapter of the Telephone Pioneers of America to construct a gazebo, right, on the grounds of the U.S. Veterans Hospital in Lyons, N.J.

The nine members spent a weekend last summer building the outdoor pavilion.

Pictured below are the members who volunteered on the project. Front row, from left, are Emil Fielder and Business Representative George Clark. Middle Row, from left, are Tom McAgon, Jack Murphy, John Mackay Sr., and John Mackay Jr. Back row, from left, are Steve Susko, Greg Lewchuck, Kevin Brannon, Project Manager Ralph Burns, and Don Meador.

Millwrights Picket Q.I.T.

Prends
mon Conseil.
y'est
International

Local 2182 Millwrights picketing on the Q.I.T. project at Tracy, Que., following the regional contractor association's refusal to negotiate a new collective bargaining agreement. From left, are job steward René Lamothe, Bertrand Boivin, Pierre Cartier, Luc Beaudoin, and René Lanoie.

Photo d'un groupe de millwright du Local 2182, de gauche à droite: Le délégué de chantier René Lamothe, Bertrand Boivin, Pierre Cartier, Luc Beaudoin et René Lanoie fesant du piquetage sur le projet Q.I.T. à Tracy, Québec, Canada. Suite au refus de l'A.E.C.Q. de négocier la convention collective qui prenait fin le 30 avril 1985 des travailleurs de la construction.

Locals' Records Donated to Amherst

The Archives and Manuscripts Department at the University of Massachusetts, Amherst, has acquired the records of United Brotherhood of Carpenter locals in Springfield, Holyoke, Chicopee, Westfield, and Amherst, Mass. Included are minutes of the French and English-speaking locals (1885–1975), dues and membership records (1885–1980), and records (including minutes, correspondence, and subject files) of two Western Massachusetts district councils of Carpenters (Springfield and Holyoke) covering 1900 to 1975.

70th Birthday, St. Louis Auxiliary

Ladies' Auxiliary 23, St. Louis, Mo., recently celebrated 70 years of UBC affiliation with a dinner and special anniversary cake. Pictured from left are James Watson, business representative, St. Louis District Council; and auxiliary officers Bernice Eaton, president; Irma Reiter, conductor; Dorothy Robben, treasurer; Betty Seitz, warden; Pat Wendt, secretary pro-tem; Georgia Cunziuni, vice president; Florence Thien, trustee; Marge Strumsky, secretary; and Jane Nichols, trustee and publicity chairperson.

Interior Systems Upgrade

Twenty-eight shop stewards from Local 255, Bloomingburg, N.Y., recently upgraded their training by taking part in an evening program. Topics on the agenda included the jurisdictional problems the United Brotherhood is facing on interior systems installation. The slide presentation "The International Union" was also viewed and discussed.

Participants included: Ralph Brasington, Boyd Brower, Frank Bartula, Charles Flieger, Dale R. Sheeley, Dayne Roosa, Fred LeRoy, Henry Hey, Jeff Weiner, Robert Manning, Ludwig E. Takacs, Carl Gerow, Frank Slesinsky, Larry Nelson, Raymond Pranga, Harold Taegder, Harold Heater, David M. Kaczor, John B. Potter, Francis J. Gilner, Joseph Zingalis, Frederick Terry, Charles Croopin Jr., Kenneth DeWitt, Charles Vealey III, Leo Davis, August Nolte, and Manuel Rios.

WE CONGRATULATE

. . . those members of our Brotherhood who, in recent weeks, have been named or elected to public offices, have won awards, or who have, in other ways "stood out from the crowd." This month, our editorial hat is off to the following:

SOUTH BEND AWARD

Sivak

The scholarship committee of Local 413, South Bend, Ind., recently announced that it had awarded its $500 non-renewable scholarship for 1986 to Dawn Elizabeth Sivak. The daughter of Michael Sivak, a Local 413 member, and his wife, Dawn is a graduate of the John Adams High School. She plans to attend Indiana University at Bloomington, where she will pursue a degree in health professions.

TEXAS PROJECT

Fifteen volunteers from Local 977, Wichita Falls, Tex., gave their time and talents to a different kind of project recently. The carpenters pitched in to build a 1,085-square-foot log cabin in Lucy Park as part of Texas' 150 birthday celebration this year.

After the sesquicentennial, city officials plan to rent the facility, complete with its mini-cafe and terraced outdoor patio, for meetings and small parties.

When Local 977 Business Representative Ernie Hopson heard about the cabin construction, he volunteered his time and recruited Ben Carlise, Kim Collins, Doug Hart, Marco Villareal, Gillis Broy, Larry Ellingson, J.C. Walters, Bill Hamby, James Owens, Mike Liskowski, John McGee, Paul Smith, Dwain Wrinkle, and Mickey Cleveland to lend a hand.

WINNING SCHOLARS

Each year Local 210, Western Connecticut, awards two $1,000 scholarships to sons or daughters of local members.

The winners are selected by a panel of clergymen and community leaders.

This year's winners are Carmine Boccuzzi and Edward Comstock Jr. The awards were presented to Carmine and Edward by General President Pat Campbell at the 85th Connecticut State Council of Carpenters convention.

Carmine graduated from Westhill High School in Stamford. He will be attending Yale University in the fall where he plans to study English and history.

Edward graduated from Pomperaug High School in Southbury. He is presently attending United States Air Force flight training school. He will attend Bridgewater State University, where he plans to study aviation and political science.

Pictured at the scholarship award presentation, from left, are Matt Capace, scholarship chairman; UBC General President Patrick Campbell; Mr. and Mrs. Edward Comstock Sr.; and Carmine Boccuzzi, scholarship winner.

MISS PRE-TEEN NJ

Kimberly Ann Suchak, daughter of Frank and Barbara Suchak of Middlesex, N.J., was recently crowned Miss New Jersey National Pre-Teen. Kimberly's father Frank is a member of Local 155, Plainfield, N. J.

Kimberly, a sixth grade honors student, bested 53 contestants to represent New Jersey in the Miss National Pre-Teen Pageant to be held at Walt Disney World, Orlando, Fla., next month. In addition to the all-expense paid trip, she received a $500 scholarship and additional merchandise prizes.

LOCAL AWARDS

For 15 years Local 261, Scranton, Pa., has awarded college scholarships to sons or daughters of members of Local 261. The awards are jointly funded by members of Local 261 and their employing contractors.

This year's winners were Daria Schuster, West Scranton High School, Scranton; Nancy Rydzy, Pittston Area High School, Dupont; and Paul Krenitsky, Scranton Preparatory School, Blakely. Each graduate will receive $2,000 each year for a total of four years.

A dinner was held at the Ramada Inn in Chinchilla, Pa., to honor the recipients and their parents.

UBC carpenters got involved with the construction of this log cabin in Wichita Falls, Tex., where the sesquicentennial celebration is underway.

Pictured from left, are Charles Pumilia, retired business representative, Local 261; Daria Schuster, recipient 1986 award; Paul Krenitsky, recipient 1986 award; Nancy Rydzy, recipient 1986 award; Fred Schimelfenig Jr., business representative, Local 261; and Joseph W. Greco, president, Local 261.

Recent Blueprint-for-Cure Donations

Even when they're not in the headlines with new developments, the people at the Diabetes Research Center in Florida are still working to find a cure for the millions who suffer every day with diabetes.

UBC President Patrick J. Campbell urges readers of *Carpenter* to continue to send Blueprint contributions to 101 Constitution Ave., N.W., Washington, D.C. 20001.

Recent contributions for Blueprint for Cure have been received from the following:

In Memory of Herbert C. Skinner
Texas State Council Ladies Auxiliaries
Mississippi State Council
Ted Norcutt
John E. Sheppard
1338, Charlottetown, P.E.I.
2564, Grand Falls, Newfoundland

Building Affordable Homes in Boston

Many people today are discovering that there is a housing shortage and affordability crisis in some areas of the U.S. Neighborhoods are being priced beyond the reach of those who grew up in them.

In Boston, Mass., there's someone who's working on a solution to the problem. Tom McIntyre, a vice president of the Bricklayers and Masons Union, is involved with a project that produces affordable homes for working class people in the neighborhoods they're used to. His is a not-for-profit company which builds low-cost residences.

General construction, plumbing, and electrical contractors are selected by the representative union and must pay union-scale wages. There is a profit margin for the contractors, but the home-buyer still gets a house 40% below market rate.

The first project began when McIntyre's firm bought 23,000 square feet of land from the city for $1. He found a local bank willing to lend him $1.2 million without collateral in an arrangement whereby the union pension fund puts an amount equal to the loan in certificates of deposit that earn 6.5% to 7%. The loan rate was then set at 8%. Thus the housing project realizes a savings of 3% to 4% on the interest rate.

The homes will be sold to winners of a lottery who meet income requirements. The lottery is only open to neighborhood residents. An additional stipulation is that no unit can be resold for more than its purchase price plus inflation to discourage investors. A small number of homes are also set aside for winners in a citywide lottery to ensure there is no discrimination.

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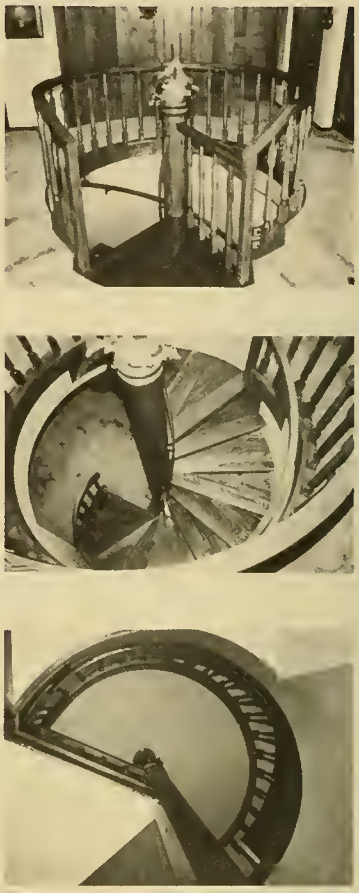
Stair On A Dare



A home-construction vignette from UBC Member Rocky Meyer, Local 1094, Corvallis, Ore., and the result.

"She wanted something different. I said how about a fire house pole and so it started . . . with a dare. Discussed it for a long time (about 15 minutes) and decided to go spiral. Initial decision was the hardest part; but committed—now it was time to draw plans and order material, oak, clamps, screws, glue. This was to be a week-end do-it-yourself project. Started turning balusters before Thanksgiving and finished installation next Fourth of July. Had some help, too—holding, sanding, staining, and oiling, also some questions where, why, how, when, mostly when. Talk about supervision, the eagle eye was ever present, constuction of the Great China Wall did not receive more attention. It was a fun time . . . worked when we felt like it and played when we had the need. We just wanted something special for the house."

Apprenticeship Sponsors Urged to Warn Trainees of Drug, Alcohol Job Hazards

The construction industry is considered a hazardous occupation, and persons whose judgment is impaired by drugs or alcohol constitute a great risk to themselves and to the workers around them.

Three panelists at the 1986 Mid-Year Training Conference in Boston, Mass., tackled this touchy but timely subject and opened a floor discussion on how various joint committees are dealing with the problems of drugs, alcohol, and controlled substance abuse.

The panelists—Doyle Brannon of the UBC field staff; William Thomas, Kansas City, Mo., training coordinator; and Donald Davenport, Atlanta, Ga., coordinator—had this to say:

"Controlled substance usage has become a great concern of the workers and of the employers due to the diminished safety factor.

"Some employers, particularly utility companies, have implemented on-the-project drug testing by the use of urine specimens and are requesting that persons whom they consider risks submit to testing. The position of these employers is that once a person has failed this chemical test they will be dismissed from employment and are never again to be taken into employment by that company.

"There has been much discussion about the legality of such testing and issues raised about the invasion of privacy. This requirement will probably be tested in the courts, but, until that issue is settled, the tests are in effect and the careers of those who are failing the test are ruined.

"The sponsors of apprenticeship programs are greatly concerned about the apprentice population and its use of drugs. Apprenticeship sponsors have obligations in their attempt to discourage drug usage by the apprentices, but there are also limitations as to what the program sponsors can realistically accomplish within the confines of the control they have over the apprentices.

"The apprenticeship sponsor has the obligation to warn and warn and warn the apprentices of the ruinous effect that the use of controlled substances will have on their lives and on their careers. Further, the apprenticeship sponsors can and should make the apprentices aware of the support organizations, agencies, etc., to which they may refer themselves as they make an effort to "kick the habit."

N.J. Honoree

Joseph D'Aries, administrative manager of the New Jersey Apprentice Training and Education Fund, was honored recently for his dedication to vocational education by the Middlesex County Vocational and Technical Adult Schools.

D'Aries, speaking above, noted in his remarks that the working relationship between the UBC and Middlesex County Vocational Schools dates back to 1914 when carpenters helped lobby for the founding of these schools in the county.

South Florida Graduation Banquet

Graduating Apprentices of the South Florida Carpenters Joint Apprenticeship and Training Trust Fund of Miami, Fla., were awarded graduation certificates at the annual Completion Banquet held at the prestigious University Club atop the Amerifirst Building. Seated, from left, are Robert Noe, Russell McCrackan, Thomas Yeager, Daniel DeMott, Kenneth Nunn, Otto Diaz, Joseph Saint Victor, and Robi Pugh with her son.

Pictured standing, from left, are Kent Wallace, Raymond Lackie, Matthew Godlove, Stuart Ostroff, John Joyner, Patrick Hazzard, Dennis Morgan, John Gardner, Harry Rubi, and Clifton Shoemaker.

Westchester County, N.Y., Graduates 43 in Recent Ceremony

The Westchester, N.Y., Carpenters J.A.T.C. recently held graduation ceremonies for 43 graduating apprentices. Awards were also presented to the winners of the carpenter and mill-cabinet contests.

Pictured above left, from left, are Anthony Dapolito, first place carpenter winner; Salvatore Pelliccio, general agent, Westchester District Council; Joseph Lia, general executive board member for the first district; James Nicholson, president, Westchester District Council; Irwine Brooks, chairman, Building Trades Employers Association; and Steven Lanzi, first place mill-cabinet winner.

Pictured at right are 24 of the 43 new journeymen.

New Feet-Inch Calculator Solves Building Problems In Seconds!

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Now you can solve all your building problems right in feet, inches and fractions—*with the all new Construction Master™ feet-inch calculator.*

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You enter a feet-inch-fraction number just as you'd call it out—7 [Feet], 6 [Inches], and 1 [/] 2. What's more, you can mix all fractions (3/8 + 11/32 = 23/32) and all formats (Feet + Inches + Yards + Ft-Inches) in your problems.

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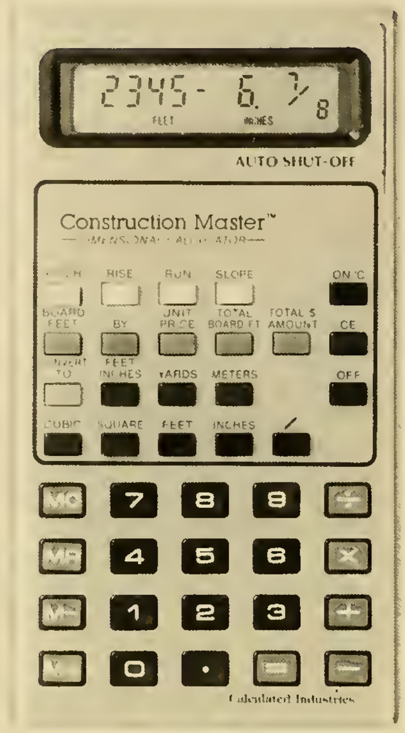

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		Gold Initials	$1 per initial		$

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CONSUMER CLIPBOARD

It's Time for Fire Safety

In 1982 wood-burning appliances accounted for more fires, more fire deaths, and greater property damage than any other kind of heating fuel—about 140,000 fires, 250 deaths, and $257 million in property damage. These losses represented 20% of all residential fires in the U.S., 5% of all fire deaths, and 8% of estimated property damage.

Research indicates that most wood heating fires involve the chimney and not the appliance itself. The majority of these fires are contained within the chimney and cause no damage to the house. There is concern, however, not only about the chimney fires that did ignite other parts of the house, but also about the potential future hazard from the continued use of chimneys whose structural integrity has been compromised by a chimney fire. This is especially true in light of the fact that many contained chimney fires are not reported to the fire services; in fact, consumers may not even be aware that a chimney fire has occurred.

Therefore, the Consumer Product Safety Commission is issuing a special safety alert concerning chimneys used with woodburning stoves, fireplaces, and fireplace inserts. The Commission urgently warns consumers to be aware of the potential fire hazards associated with these chimneys.

Now that the nation has entered the heating season, the Commission strongly urges you, if you have a stove or fireplace, to check the chimney for any damage that may have occurred in the past heating season. If it is difficult to examine the chimney, a local chimney repairman, chimney "sweep," or dealer can help. Have any damage repaired now.

Most fires involving either masonry or prefabricated metal chimneys occur because of improper installation, use, or maintenance. The Commission staff has identified the following common causes of fires:

- Improper chimney installation too close to wood framing.
- Installation of thermal insulation too close to the chimney.
- Improperly passing the stovepipe or chimney through a ceiling or wall, causing ignition of wood framing.
- Structural damage to the chimney caused by the ignition of creosote (a black tarlike substance that builds up inside the chimney in normal use).

Structural damage to metal prefabricated chimneys that results in wood framing being exposed to excessive temperatures or leakage of potentially toxic gases to the interior of the home can take the following forms:

- Corrosion or rusting of the inner liners of metal chimneys.
- Bucking, separation of the seam, or collapsing of the inner liner of metal chimneys. (This can result from too hot a fire, especially in high-efficiency stoves and in fireplace inserts, or from a creosote fire.)

Structural damage also occurs in masonry chimneys, often associated with deterioration or improper installation of the chimney. The tile inner liner and the surrounding brick or block structure may crack and separate, perhaps as a result of the ignition of creosote that has built up in the chimney. Many old chimneys do not have a tile liner. If your chimney does not have a liner, the addition of a properly installed liner is advisable. Also, a clay liner should be sealed with refractory cement.

Even when the heating appliance is properly installed, people with either metal or masonry chimney systems should frequently check the chimney for creosote deposits, soot build-up, or physical damage. This involves only a simple visual examination, but it should be done as often as twice a month during heavy use. If you see heavy creosote buildup, suspect a problem, or have had a chimney fire, a qualified chimney repairman or chimney "sweep" should perform a complete safety inspection. They can arrange for any necessary repairs or creosote removal, which must be done before the heating appliance is used again.

The Commission advises owners of all chimneys to:

- Be sure that the chimney and stovepipe were installed correctly in accordance with the manufacturer's recommendations and local codes. If there is any doubt, a building inspector or fire official can determine whether the system is properly installed.
- Minimize creosote formation by using proper stove size and avoiding using low damper settings for extended periods of time.
- Have the chimney checked and cleaned routinely by a chimney "sweep" at least once a year. Inspect it frequently, as often as twice a month if necessary, and clean when a creosote buildup is noted.
- Always operate your appliance within the manufacturer's recommended temperature limits. Too low a temperature increases creosote buildup, and too high a temperature may eventually cause damage to the chimney and result in a fire.
- Frequently look for signs of structural failure.

If you have had a fire or other safety problem with your chimney, or would like additional information, call the Commission's toll-free Hotline 800-638-CPSC.

Children and lighters: a dangerous combination

Did you know that your three-year-old child may be capable of lighting your cigarette lighter?

About 200 deaths each year are associated with fires started by cigarette lighters. Of these, an estimated 140 deaths are the result of children playing with lighters; most of the victims are less than five years old. Children who survive such fires are often severely burned, resulting in disfigurement for life and emotional adjustment problems. Many of these tragedies are avoidable.

Cigarette lighters, particularly disposable ones, are fascinating to many children. They —

- are colorful,
- fit easily into a small hand,
- have a wheel that turns and emits sparks, and
- produce a small flame.

This is a recipe for disaster. Children less than five years of age are twice as likely to die in a fire as older age groups and this is largely because of fires started by children playing with matches or lighters. Children as young as two or three years of age are known to have ignited these fires. When a fire occurs, children frequently run and hide rather than informing an adult or trying to escape.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Retiree's Banks Aid Upper Room

Louis MacNevin has been serving meals at the Upper Room, a nearby soup kitchen, since it opened, but he wanted to do something more. So the retired carpenter from Local 1338, Charlottetown, P.E.I., created a house-shaped piggy bank out of scrap wood, convinced local businessmen to display the banks, and now other people are helping the soup kitchen by dropping their change into the "houses."

MacNevin

MacNiven calls the banks "rat traps" and says they were inspired by the Garfield banks he had seen in several stores. MacNiven decided to "catch that old cat" and stir up some friendly competition between the businesses that were displaying his houses and those that were displaying Garfield. The competition will also help his cause because proceeds from all banks go to the Upper Room. At last count there were 24 "rat traps" out.

Father Jerry Tingley, chairman of the Upper Room steering committee, presented MacNiven with a plaque for his "outstanding service beyond the call of duty" to the establishment and the people it serves. The plaque was one of the first ever presented by the Upper Room.

Club 12, Texas, Keeps Growing

Retirees Club 12 has a full and busy schedule of duties and activities to keep members involved. It was chartered with 34 members in 1984 and has grown to 50.

Club members take their responsibilities seriously, but enjoy socializing as well. They work with Local 198, Dallas, Tex., on voter registration, telephone committees, letter-writing campaigns, sign building for political candidates, visiting sick members, and inviting candidates and public officials to visit meetings and speak out on the issues.

Meetings are held on the third Wednesday of each month, with a luncheon and guest speaker followed by fellowship and games. Club member N.J. Hardeman tells us that locals without clubs don't know what they're missing. He encourages everyone to organize one.

Canadian Retirees Park Privileges

An item in our October 1985 issue of *Carpenter* told U.S. retirees who were 62 or older where to get information on "Golden Age Passports," which provide free lifetime entrance to national parks and other federal recreation areas, and discounts on camping, parking, and other fees.

A Canadian retiree recently wrote to us for information on a comparable Canadian program. We did a little research, and we're happy to pass along what we've learned.

Most Canadian recreation areas and parks are run by the provincial governments and each has its own regulations. Any questions on reduced fees or discounts should be addressed to your own local authorities.

We also learned that, once you start getting your pension check from the federal government, you are issued an identification card. The card is not a discount card as such, but only a verification of your age. Many stores and agencies, however, offer discounted goods and services to those who present their cards.

In addition, some provinces (Ontario, for example) issue a privilege card to those who are 65 or older which entitles the bearer to discounts on rail or other public transport, free prescription drugs, and other benefits. Contact your provincial government for further information and details on obtaining a privilege card.

Retirees Unite With Ladies Auxiliary

Retiree Club 23, Toledo, Ohio, reports an average attendance of up to 10 members. The club's meeting day and hour coincides with Ladies Auxiliary No. 2, with a future plan to get together after meetings "for fun and frolic." Each club currently invites the other club to attend when they have speakers.

Retiree Club 23 also runs a food bank. Government surplus food is distributed once a month to the unemployed and needy of the area.

Retirees Club 19 Aids Blueprint

Members of Retirees Club 19, Philadelphia, Pa., recently held their second annual banquet, which we reported in the September issue. (*Editor's note: We stated incorrectly that it was a banquet co-sponsored by Local 1050.*)

Proceeds from the banquet, which amounted to $1,500, were turned over to Club President Carmen DiDonato. Accompanied by Second District Board Member George Walish, DiDonato subsequently presented the Diabetes Blueprint for Cure donation to General President Patrick J. Campbell in his Washington office.

John Wonders Why He's Out of Work

The president of UBC Retirees Club 19, Carmen DiDonato, told us this story:

"I visited my friend John and his wife Mary the other day. John has been out of work for six months. We hadn't taken off our coats before John began to criticize the country, the economy, the unions, and big business in particular, because of his long unemployment.

"As we talked, John's son drove into the garage on a Japanese Honda and parked it between John's Volkswagen and the Swedish Sabb. After watching Lawrence Welk on John's Japanese Sony television . . . Mary brought out her Swiss projector and showed slides of their Caribbean cruise aboard a German ship. Mary was wearing a wig made in Taiwan and said it was a great buy and looked good with her Italian shoes and Portuguese handbag.

"Dinner was served on Irish linen, the china came from Korea. Throughout dinner, John complained of the unfair treatment he got from his company. He said, 'My company claimed they had to cut back because of foreign competition. Did you ever hear of such a ridiculous thing?'

"And guess what we had for dinner—Polish ham!"

Wake Up! *Insist on U.S.-made products whenever possible.*

Pictured, from left, A.J. Christian, Treasurer Bob Scott, N.J. Hardeman and President Le Roy King of Club 12 man an antique tool display booth at the Texas State Council of Carpenters convention.

Local Coalitions for Occupational Safety and Health

Non-profit groups developed to protect workers on the job

"COSH" groups, or Coalitions for Occupational Safety and Health, have been an exciting part of the labor movement for nearly 15 years now—yet most workers have never heard of them.

COSH groups are independent, non-profit, tax-exempt, labor-based, volunteer coalitions of local unions concerned about job safety and health. They provide technical assistance from health and legal professionals, educational programs and materials, and political action—all aimed at protecting the health and safety of workers on the job and preventing work-related injury, illness, disease, and death.

The first group started in Chicago (the Chicago Area Committee on Occupational Safety and Health or CACOSH), and is still alive and well. Now there are about 30 such groups in existence, in states such as New York, Massachusetts, Connecticut, Rhode Island, Maryland, Maine, Tennessee, North Carolina, Alaska, and California.

Funding is provided through dues paid by local unions on a per capita basis, and also by small foundation grants, grants from cities, and grass roots fundraising (such as T-shirts, buttons, literature sales, beef and beer nights, plant gate collections, raffles). Some also get support through the United Way Donor Option campaign.

Staff members serve the local members, develop leadership, help plan educational programs, answer requests for information, provide speakers at union meetings, organize fundraising, and conduct political campaigns. They have played a key role or led the fight in numerous legislative and regulatory campaigns including: for OSHA Regulation providing for access to employee medical records and chemical hazard communication; against S.B. 2153 Schweiker—"OSHA Killer Bill" defeated; for Local and State Right to Know laws, Local and State Asbestos Removal legislation, and State Public Employee OSHA laws.

Through volunteer legal resources, handbooks on Workers' Compensation have been developed that spell out in plain language the rights of injured workers. They are now widely used within the labor movement.

Volunteer health professionals have also contributed their expertise. Occupational health specialists and industrial hygienists have spoken at union meetings, testified for unions in workers' compensation and court cases, written articles for newsletters, and scores of easy-to-read "factsheets" on specific chemicals and work processes that have literally won health and safety grievances for locals. Newsletters and factsheets, as well as educational programs and political action tactics, have been picked up by other groups around the country, as all COSH groups encourage reproduction of each other's materials.

The COSH groups are governed by a Board of Directors consisting of union representatives and health professionals.

COSH groups have been a strengthening factor for the American labor movement. They have withstood the test of time because they're answering a need—helping to form health and safety committees and assisting with health and safety grievances, arbitrations, OSHA, NLRB, and court cases. Instead of solving the local's health and safety problems, COSH groups teach the local members how to solve problems themselves through training and education and health and legal resources (sometimes national in scope). They rely heavily on development of the inner strength and solidarity of the local in its sincere efforts to protect the health and safety of its members. There is no substitute for resolute action by local members—ultimately they will decide what strategies to use to improve health and safety conditions on the job.

Whether it's toxic chemicals or complicated work processes, new technology or unsafe machinery, job stress or workers' compensation, COSH groups have been there to serve every union's needs. The labor movement must continue to support these desperately needed efforts. While the Reagan Administration attempts to destroy OSHA, NLRB, the courts, and the labor movement, COSH groups are strengthening labor's resolve to fight for safe jobs. It's one way to beat back the horrible statistics on occupational disease and injuries.

A safe job is your right. If you don't fight for that right you'll lose it. The best way to fight is in an organized manner. COSH groups stand ready to assist in that struggle.

Reprinted from material by Jim Moran, associate director, Philadelphia Area Project on Occupational Safety and Health (PhilaPOSH)

COSH GROUPS

ALASKA

Alaska Health Project
417 W. 8th Avenue, Anchorage, Alaska 99501
(907) 276-2864
Director: Lawrence D. Weiss
Areas of particular interest of expertise:
Asbestos abatement training
Building related illnesses
Hazardous waste (worker and community protection)
Teaching occupational health and safety to high school teachers and students

CALIFORNIA

BACOSH [San Francisco Bay Area COSH]
c/o Ms. Elaine Askari, L.O.H.P., Institute of Industrial Relations, University of California, 2521 Channing Way, Berkley, California 94720
(415) 482-1095
Director: Kim Hagadone
Areas of particular interest or expertise:
Workers' compensation
Policy legislation
Occupational health news (monthly publication)

LACOSH [Los Angeles COSH]
2501 S. Hill Street, Los Angeles, California 90007
(213) 749-6161
Director: Bob Villalobus, Chair
Judith Linfield, Staff Coordinator
Areas of particular interest or expertise:
Training in Spanish
Medical screening
Right-to-know standard
20-week course in local community college on occupational safety and health

SacramentoCOSH
c/o Fire Fighters Local 522, 3101 Stockton Boulevard, Sacramento, California 95820
(916) 444-8134
Secretary: Chris Weinstein
Areas of particular interest or expertise:
General health and safety training

SCCOSH [Santa Clara Center for OSH]
277 W. Hedding, Suite 106, San Jose, California 95110
(408) 998-4050
Director: Shirley Conrad
Areas of particular interest or expertise:
Health and safety for electronic/hi-tech workers
Injured workers project

CONNECTICUT

ConnectiCOSH [Connecticut COSH]
425 Washington Avenue, North Haven, Connecticut 06473
(203) 789-7783
Areas of particular interest or expertise:
General health and safety training

DISTRICT OF COLUMBIA

Alice Hamilton Center for Occupational Safety and Health
801 Pennsylvania Avenue, S.E., Suite 303, Washington, D.C., 20003
(202) 543-0005
Director: Brian Christopher
Areas of particular interest or expertise:
Asbestos control
Lead control
Federal occupational safety and health legislation
COSH network coordinator

ILLINOIS

CACOSH [Chicago COSH]
33 East Congress Expressway, Suite 723, Chicago, Illinois 60605
(312) 939-2104
Director: Donald Hank, Chairman
Michael Ross, Staff
Areas of particular interest or expertise:
General health and safety training

MAINE

Maine Labor Group on Health, Inc.
Box V, Augusta, Maine 04330
(207) 289-2770
Director: Diana White
Areas of particular interest or expertise:
Hazards in the pulp and paper industry
Reproductive health hazards
Right to know/Hazard communication

MARYLAND

MaryCOSH [Maryland COSH]
325 East 25th Street, Baltimore, Maryland 21218
(301) 467-3666
Director: Darien Bowie
Areas of particular interest or expertise:
Asbestos abatement training
Right-to-know training
VDT workshops
General health and safety training

MASSACHUSETTS

MassCOSH [Massachusetts COSH]
718 Huntington Avenue, Boston, Massachusetts 02115
(617) 277-0097
Director: Nancy Lessin

Western MassCOSH
458 Bridge Street, Springfield, Massachusetts 01103
Areas of particular interest or expertise:
Health and safety for women workers (traditional and non-traditional jobs)
Health and safety for electronics/high tech workers
Health and safety for health care workers
Right-to-know training and educational programs
"Learner-centered teaching techniques" for worker education on health and safety
Asbestos programs (focusing on hazard recognition and health effects)
Training for Hispanic speaking workers

MICHIGAN

SEMCOSH [Southeast Michigan COSH]
1550 Howard Street, Detroit, Michigan 48216
(313) 961-3345
Director: Barbara Boylan
Areas of particular interest or expertise:
Hazards of office work and video display terminals
Hazards of health care work
Asbestos abatement training (development in progress)
Repetitive trauma injuries/ergonomics
Building health and safety committees/strategies
Utilization of Michigan RTK law
Utilization of MIOSHA law

NEW YORK

ALCOSH [Allegheny Council on Occupational Safety and Health]
P.O. Box 704, Jamestown, New York 14702
(716) 484-7231
Director: Arthur L. Thorstenson
Areas of particular interest or expertise:
General health and safety training

CNYCOSH [Central New York COSH]
615 W. Genessee Street, Syracuse, New York 13204
(315) 437-9401
Director: Gordon Darrow
Areas of particular interest or expertise:
Workers compensation

NYCOSH [New York COSH]
275 Seventh Avenue, 25th Floor, New York, New York 10001
(212) 627-3900
Director: Joel Shufro
Areas of particular interest or expertise:
Asbestos
Workers compensation
Office hazards

ROCOSH [Rochester COSH]
167 Flanders Street, Room D-42, Rochester, New York 14626
(716) 436-3484
Director: Ronald G. Ball
Areas of particular interest or expertise:
Training-the-trainer programs
Health survey design and implementation

WNYCOSH [Western New York COSH]
450 Grider Street, Buffalo, New York 14215
(716) 897-2110
Director: Roger Cook, Executive Director
Areas of particular interest or expertise:
Organizing an occupational health clinic
How to become a United Way member
Technical assistance hotline program

NORTH CAROLINA

NCOSH [North Carolina COSH]
P.O. Box 2514, Durham, North Carolina 27705
(919) 286-9249
Director: Tobi Lippin
Areas of particular interest or expertise:
Right-to-know
Carpal tunnel syndrome/repetitive motion injuries
VDT's and job stress
Microelectronics/economic development and health impacts

OHIO

35 E. 7th Street, Suite 200, Cincinnati, Ohio 45202
(513) 421-1849
Director: Harriet Applegate
Areas of particular interest or expertise:
General health and safety training

PENNSYLVANIA

PHILAPOSH [Philadelphia Projct OSH]
3001 Walnut Street, 5th Floor, Philadelphia, Pennsylvania 19104
(215) 386-7000
Director: Jim Moran
Joan Gibson
Areas of particular interest or expertise:
Safety community training
V.D.T. community training
Hazard communication training
Asbestos training
Workers compensation training
Contract language training

RHODE ISLAND

RICOSH [Rhode Island COSH]
340 Lockwood Street, Providence, Rhode Island 02907
(401) 751-2015
Director: James Celenza
Areas of particular interest or expertise:
Right-to-know training (state law, federal)
Hazards in fire services
Asbestos and asbestos abatement
Occupational hazards in health care
Education and training progrms for non-English speaking workers

TENNESSEE

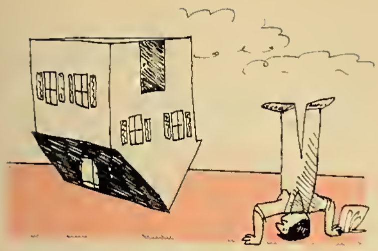
TNCOSH [Tennessee COSH]
705 N. Broadway, Room 212, Knoxville, Tennessee 37917
(615) 525-3147
Director: Norma W. Jennings
Areas of particular interest or expertise:
Right-to-know law in Tennessee

WISCONSIN

WISCOSH [Wisconsin COSH]
1334 S. 11th Street, Milwaukee, Wisconsin 53204
(414) 643-0928
Director: Mark Schulz
Ares of particular interest or expertise:
Training on Wisconsin Right-to-know law and hazard communications standard
Knowledge of OSHA regulations and inspection procedures

CANADA

WOSH [Windsor OSH Project]
1109 Tecumseh Road East, Windsor, Ontario N8W2T1, Canada
(519) 254-4192
Director: James Brophy
Areas of particular interest or expertise:
Producing educational materials on:
Asbestos, welding, plastics, office hazards, shift work, reproductive hazards, general health and safety guide



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STORK STORIES

"Mom," the little boy asked, "is the stork that brought me the same stork that brings ants, spiders, and frogs?"

"Yes, dear," she answered.

"Then you didn't do so bad after all, did you?"

SUPPORT 'TURNAROUND'

NO CROWDING HERE

An American tourist was in his bathing suit in the middle of the desert. An Arab rode up and blinked in amazement.

"I'm going swimming," the tourist explained with a smile.

"But the ocean's 800 miles from here!" The Arab exclaimed.

"Eight hundred miles!" said the tourist. "Boy, what a beach!"

—Grit

ADOPT A LUMBER COMPANY

HUMAN NATURE

How come? When you open a window yourself, you get fresh air. When somebody else opens it, you get a draft.

BUILD YOUR CASE

The law professor was lecturing on courtroom strategy. "In arguing a case, if you have the facts on your side, hammer on those facts. If you have the law on your side, hammer on that."

"What if you have neither?" asked a student.

"In that event," advised the professor, "hammer on the table."

—Local 26
United Rubber Workers
Rubber Neck

ATTEND LOCAL MEETINGS

LET'S BE HONEST

Doctor: "You'll get along all right, young man. Your left leg's swollen, but I wouldn't worry about it."

Tiger Cub: "I guess not. If your leg were swollen I wouldn't worry about it either."

—Boy's Life

BE AN ACTIVE MEMBER

NO ADVICE NEEDED

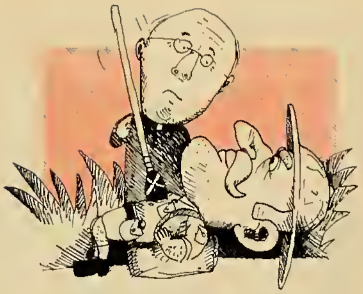
The panhandler asked the man for a dollar. The man protested that asking for a buck was too much; the beggar should ask for a dime or a quarter at the most. "Lissen," replied the bum, "either gimme the buck or don't gimme the buck, but don't try to tell me how to run my business!"

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

THIS MONTH'S LIMERICK

There once was a man from
Peckheath
Who sat on his pair of false teeth
He jumped up with a start
And said, "Well, bless my heart!
I've bitten myself underneath!"

Gerry Moorman
Local 1615
Grand Rapids, Mich.



CARRY ON, OLD MAN

They found the stoic Englishman on a jungle path in Africa . . . he had been pinned to the ground for two days by a spear through his chest. Tenderly they knelt down beside him and asked solicitously: "Does it hurt terribly?"

They could barely hear his reply: "Only when I laugh."

USE UNION SERVICES

SHORT CUT

Somebody figured it out: We have 35 million laws trying to enforce the Ten Commandments.

—Local 26
United Rubber Workers
Rubber Neck

BUY UNION * SAVE JOBS

AND BE DONE

When officers of organizations make reports, it's good to use the Three B System:

1. Be specific
2. Be brief
3. Be seated

—Nancy's Nonsense

BOYCOTT L-P PRODUCTS

REAL PLEASURE

A Texas rancher had some boots made, and they turned out to be too tight. The bootmaker insisted on stretching them.

"Not on your life!" exclaimed the rancher. "Every morning when I get out of bed, I got to corral some cows that busted out in the night and mend fences they tore down. All day long, I watch my ranch blow away in the dust. After supper, I listen to the radio tell about the high price of feed and the low price of beef; and all the time my wife is nagging me to move to the city. Man, when I get ready for bed and pull off these tight boots, that's the only pleasure I get all day!"

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

THUNDER BAY, ONT.

Members with longstanding service to the Brotherhood were recently honored at Local 1669's pin presentation banquet. A special presentation was made to Jack Pesheau, who retired after 24 years as business agent and business manager, and William Sherman was recognized for 27 years of service as business agent.

Picture No. 1 shows, front row, from left: Walter Sohlman, business representative; Hilding Olin, 44-year member, longest membership in 1669; Eli Bro, 43-year member, second longest membership in local; J.G. Pesheau, past recording secretary and business manager; and Vince Young, president.

Back row, from left: Ed Niemi, trustee; Wayne Sohlman, vice president; Kauko Niemi, treasurer and business manager; George Sameluk, financial secretary; and John Johanson, business representative.

Picture No. 2 shows 35-year members, from left: Robert Armstrong, Laurie Kantola, and Arthur Kwamsoos.

Picture No. 3 shows 30-year members, front row, from left: Risto Saari, Giovanni Marchese, Kauko Niemi, Lino Tempesta, Ed Pedersen, Guido Nardo, and Paavo Haavisto.

Back row, from left: Ray Hirvonen, Second Prosdocimo, Walter Sohlman, Arvi Knotio, Burno Einats, Richard Oye, Emile Loisel, and Mikko Haavisto.

Picture No. 4 shows 25-year members, front row, from left: Erkki Siren, Bruno Sunilla, Heimo Aalto, Arvo Mannisto, and John Stanczyk.

Back row, from left: Tapio Yrjana, Pekka Nieminen, Wilho Simi, Reino Korpi, Johann Weidner, and Louis Cordileone.

Receiving pins but not pictured were **35-year members** Joseph Berlinquette, Johannes Dagsvik, Cari Koivu, Edward Laaksonen, Joseph Lafroce, Stanley Lotysz, Holly Sharpe, Osias St. Amand, Ray Tikkanen, and Birger Wicklund; **30-year members** Lars Anderson, Joe Berlasso, Stephen Borsk, Emile Boudreau, John Mackenzie, Paul Maki, Vilho Metsaranta; Paul Peltola, Severino Piccinato, Nick Ralko, Eric Salmi, Olavi Torkkeli, Arvi Tyrvainen, Leevi Uusitalo, E.J. Vibert, Ben Wickman, and Fred Wickman; and **25-year members** August Kohlin, Mauno Kuitunen, Al Likar, Pentti Lillvis, Aarne Luomala, Elias M. Rossi, and Bruno Theophil.

Thunder Bay, Ont.—Picture No. 1

Thunder Bay, Ont.—Picture No. 3

Thunder Bay, Ont.—Picture No. 4

Thunder Bay, Ont.—Picture No. 2

DES MOINES, IOWA

Local 106 recently held a retirees' luncheon to which members with many years of service to the United Brotherhood were invited. Following the luncheon, which was arranged by the Ladies' Auxiliary, service pins were presented. Among the awards was a plaque and 70-year pin for Arthur Marlatt for his many years of dedication and membership. Brother Marlatt was unable to attend the banquet and receive his award that day.

Picture No. 1 shows 25-year members, from left: Ray Cooper Jr. and Ray Murray Sr.

Picture No. 2 shows 40-year members, from left: Robert Hall, David Paul, Art Johnson, Glen Ackerlund, Wilbert Babcock, Wm. Sawhill, Robert Nowles, Wilbur Adair, Robert Hansell, Guy Anderson, J.E. Coon, and R.C. Ritchhart.

Picture No. 3 shows, from left: President Robert Schaffer with 50-year members Forest Hayes and Clyde Moore.

Des Moines, Iowa—Picture No. 1

Des Moines, Iowa—
Picture No. 2

Des Moines, Iowa—Picture No. 3

ST. PAUL, MINN.

Members with 25, 35, and 50 years of continuous membership in the Brotherhood were honored by Local 87.

Picture No. 1 shows 25-year members: Lavern Moldenhauer, Ernie Baum, John Logerquist, Carl Johnson, Fred Wasenberger, Merlin Wenger, Glen Soderstrom, Harry Karnick, and George Pankonin.

Picture No. 2 shows 25-year members; including: Vergel Wason, Thomas Kelly, James Preimsberger, Vern Chaney, Edward Kuhn, Chris Wangen, Larry Torgrinson, Fred Plessel, Leon King, Darold Brockman, Jack Raway, Robert King, Tony Stelter, and Del Darson.

Picture No. 3 shows 35-year members, from left: Francis G. Andrews and Ralph E. Steffen.

Picture No. 4 shows 35-year-members: George Lehmann, Donald Tatreau, Jerome Westgard, Edward Weaver, Wilford Lehmann, Ralph Meier, Robert Edberg, Clifford Knutson, Ronald Bentley, Lloyd Roberts, Milan Raether, Milton Erickson, Henry Aguirre, Raymond Michaletz, Carl Evans, Marvin Wangen, John Dreyling, Reinhold Colburn, Leroy Hanson, Merrill Stenzel, Edwin Moser, William McCarthy, Ruben Johnson, and John Stone.

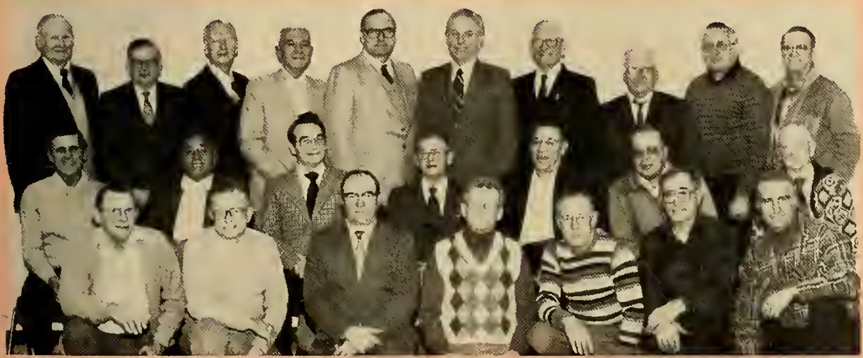
Picture No. 5 shows 50-year members, from left: Roy Bredahl and Frank Beck.

St. Paul, Minn.—Picture No. 1

St. Paul, Minn.—Picture No. 2

St. Paul, Minn.—Picture No. 3

St. Paul, Minn.—Picture No. 5


St. Paul, Minn.—Picture No. 4

Reno, Nev.—Picture No. 1

Reno, Nev.—Picture No. 2

Reno, Nev.—Picture No. 7

Reno, Nev.—Picture No. 3

Reno, Nev.—Picture No. 9

Reno, Nev.—Picture No. 4

Reno, Nev.—Picture No. 10

Reno, Nev.—Picture No. 5

Reno, Nev.—Picture No. 8

RENO, NEV.

A banquet and pin presentation was recently held by members of Local 971 to honor those members with 20 years or more of service. The celebration took place at the Comstock Hotel in Reno, Nev. A special presentation was made earlier to 60-year member Otto Reichenback at his home. Due to ill health he was unable to attend the festivities.

Picture No. 1 shows 50-year members, from left: Melvin Webb, Lawrence Quadrio, William Webb, Bernard Mertha, and Ray Keller.

Picture No. 2 shows 45-year members, from left: Willis Moose, Marco McCauley, and Herbert Smith.

Picture No. 3 shows 40-year members, from left: Victor Lahti, Harry Londos, John Marshall, Henry Osborn, Leslie Salas, Howard Sutherland, and John Walsh.

Picture No. 4 also shows 40-year members, from left: F. B. Biggs, Gordon Cook, John Frank, Chester Gavel, Richard Gibson, Jack Hallahan, Ben Jones, and Arthur Hanneman.

Picture No. 6

Picture No. 5 shows 35-year members, from left: John Pruitt, John Nunn, Arthur Weatherman, Harold Hancock, and Ernest Alfred.

Picture No. 6 shows 30-year member Eldon Hanneman.

Picture No. 7 shows 30-year member Leo J. Vinson.

Picture No. 8 shows 25-year members, from left: C. M. Carroll, Richard Larsen, Dennis Cooper, Siegfried Wagner, and Edward Wilcox.

Picture No. 9 shows 20-year members, from left: Donald E. Alford, Askel Gunbjornsen, Wilbur Henrichs, and Richard Hardenbrook.

Picture No. 10 shows Mr. and Mrs. Arthur Hanneman and son Eldon Hanneman. Arthur and Eldon have a combined membership of 80 years.

Richmond, Va.—Picture No. 1

Richmond, Va.—Picture No. 3

Richmond, Va.—Picture No. 4

Richmond, Va.—Picture No. 2

Richmond, Va.—Picture No. 6

Richmond, Va.—Picture No. 5

RICHMOND, VA.

Local 388 recently awarded pins to members with 20 to 45 years of service at a Pinning Party.

Picture No. 1 shows 20-year members, from left: Dellno Richardson and Vernon Hague.

Picture No. 2 shows 25-year members, from left: Thomas E. Quick, J.W. Eppard, William Messer, and James R. Vanderiet.

Picture No. 3 shows 30-year members, from left: C.M. Moseley, Reece E. Carroll, and Jimmy Hudson.

Picture No. 4 shows 35-year members, from left: George E. Hodges, Elvis Woods, and Sager E. Marshall.

Picture No. 5 shows 40-year members, front row, from left: Samuel M. Felts, Norman R. Stuart, J.G. Bufford, Walter J. Vaughan, Hutchie Hudson, and Charles E. Zahn Jr.

Back row, from left: Business Representative and Financial Secretary Frank Hollis, Coral E. Andrews, Clyde McPeters, Eugene Collins, George Law, and President Roy Adams.

Picture No. 6 shows 45-year members, from left: Hugh Scroggins, Albert A. Church, Willard M. Wray, R.J. Gordon, and James E. Halloway.

WAUSAU, WISC.

Local 460 recently held its Old Timers Banquet, honoring members with 20 or more years of service to the Brotherhood.

Picture No. 1

Picture No. 1 shows 50-year member Edward Schroeder.

Picture No. 2 shows members, front row, from left: James Martin, 20 years; Clarence Szalewski, 30 years; Henry Ostrowski, 25 years; Karl Ehrlich, 35 years; Vilas Heinrich, 30 years; and Lawrence Lehner, president.

Back row, from left: Ronald Stadler, general representative; Harold Jashman, 30 years; Frank Ruppe, 25 years; Carey Schroeder, 25 years; Phil Cohrs, business agent; and Henry Peters, 30 years.

Picture No. 3 shows members, front row, from left: Alfred Potts, 45 years; Frank Schmidtbauer, 30 years; Ray Pazorski, 30 years; Lawrence Neitzke, 45 years; and Phillip Ganser, 35 years.

Back row, from left: Cohrs; Stadler; Lester Schwarm, 40 years; Harold Kehrberg, 40 years; and Lehner.

Wausau, Wisc.—Picture No. 2

Wausau, Wisc.—Picture No. 3

Regina, Sask.—Picture No. 1

Regina, Sask.—Picture No. 2

Regina, Sask.—Picture No. 4

Regina, Sask.—Picture No. 3

Regina, Sask.—Picture No. 5

REGINA, SASK.

Local 1867 recently honored members with 20 to 40 years of service to the Brotherhood.

Picture No. 1 shows 40-year members, from left: Andrew Friedrich, Edward Pyle, Alex Schafer, and John Lascue.

Picture No. 2 shows 35-year member Jacob Klein.

Picture No. 3 shows 30-year members, from left: General Representative Leo Fritz, Kenneth Block, Ervin Ryba, Jerome Vertefeuille, Sam Zerebecki, George Zink, Clarence Saville, and Local President Greg Borowski.

Picture No. 4 shows 25-year members, from left: Fred Gruber and Frank Boehme.

Picture No. 5 shows 20-year members, from left: Guiseppe Ricci, Bart Ricci, Leonardo Girardi, Victor Leibel, Howard Donald, Peter Brandt, Mike Hlynski, and Joe Taylor.

Plattsburgh, N.Y.

PLATTSBURGH, N.Y.

On the occasion of his retirement from the United Brotherhood of Carpenters Local 1042, Plattsburgh, N.Y., the family of Leeward Santor hosted a surprise party for him at his home. The party featured a lovely cake with the UBC emblem and Brother Santor's dates of membership iced on it and a special presentation. A Golden Hammer Award was given to the 40-year member, compliments of the Vaughn and Bushnell Tool Co. Less than a week after the party, Local 1042 presented Santor with his 40-year pin.

Pittsburgh, Pa.—Picture No. 1

Pittsburgh, Pa.—Picture No. 2

Picture No. 1

Picture No. 2

PITTSBURGH, PA.

At a recent banquet held by Local 1048 of the Carpenters' District Council of Western Pennsylvania, service pins were presented by President Frank Dusi and Business Rep. William Waterkotte to two longstanding UBC members of the UBC.

Picture No. 1 shows 50-year member Ellis Zimmerman.

Picture No. 2 shows 25-year member Paul Shire.

PITTSBURGH, PA.

At their recent awards presentation banquet, 35 and 40-year members of Local 2274 were given Brotherhood service pins for their longstanding association with the union.

Picture No. 1 shows 40-year members, from left: Arthur E. Erwin, Wendell Heeter Sr., Walter Radzilowski, Howard Rosendale, John P. Hughes, Robert C. Clark, John Danko, and Frank R. Caputo.

Picture No. 2 shows 35-year members, front row, from left: Lawrence Glenn, Alonzo Kalp, Joseph Canale, Robert D. Griger, John Brudowsky, William Johnson, Albert Rose, Paul Samuelson, Milford Ward and Akex Becze. Back row, from left: Elwood Pratt, Ralph Gigliotti, George Malaski, John Gulisek Sr., Robert McCartney, Charles Johnson, and Lester D. Snyder.

IN MEMORIAM

The following list of 752 deceased members and spouses represents a total of $1,357,914.42 death claims paid in August 1986, (s) following name in listing indicates spouse of members.

1 **Chicago, IL**—Peter Kosjer.
3 **Wheeling, WV**—John Zuvella.
4 **Davenport, IA**—Ray S. Singleton, Robert Otis Burden.
7 **Minneapolis, MN**—Christ H. Vare, Elmer Westmark, Eric O. Peterson, Richard V. Mouchka.
10 **Chicago, IL**—John Griffin.
11 **Cleveland, OH**—Herman E. Swensen, James J. Kovacevich, John C. Eagen, Lester J. Goetz.
12 **Syracuse, NY**—E. Orlando Holley, Sanford J. Hoyt.
13 **Chicago, IL**—Clifford L. Pawlak.
14 **San Antonio, TX**—James D. Covert.
15 **Hackensack, NJ**—William H. Hillenius.
20 **New York, NY**—John T. Sykes.
22 **San Francisco, CA**—Carnie Harry Hartman, F. P. Gebhard, Ira S. Davis, Raymond Rushing.
24 **Central Connecticut**—Frank Midolo, Henry Janicki, John W. Dydo.
25 **Los Angeles, CA**—Catalina Cervantes (s).
28 **Missoula, MT**—Paul E. Fairchild.
33 **Boston, MA**—Frank Albanese.
34 **Oakland, CA**—Albert Wcsley Hagan.
35 **San Rafael, CA**—Frank Campagna, Jr.
36 **Oakland, CA**—Andrew Warren Johnson, Arthur W. Maple, Joe F. Marley, Rena Pameliz Mitchell (s), Thelda Widerstrand (s), William Truchan.
40 **Boston, MA**—Anthony Paradiso, Arthur J. Miner, Jr., Benjamin H. Rial, M. Joseph Bowen, Michael J. Cryan.
42 **San Francisco, CA**—Erna Bauer (s), Robert Owens Williamson, William C. Lamson.
44 **Champaign Urbana, IL**—Velma D. Trimble (s).
47 **St. Louis, MO**—Gilbert Eggers.
50 **Knoxville, TN**—Brytus Paul Dockery, Daniel Vern Zehner, Geneva Ingram (s), Thomas E. Thompson.
51 **Boston, MA**—Francis P. Carey.
53 **White Plains, NY**—Frederick J. Prior.
54 **Chicago, IL**—Rudolf Spacek, Stanley Wlodarczyk.
55 **Denver, CO**—John Carl Harden, Ray J. Cochran.
60 **Indianapolis, IN**—Alfred B. Hutchinson, Frank A. Baumann, William McGinty.
61 **Kansas City, MO**—Arthur I. Lien, Loraine M. Maier (s), Nettie Vittorino (s), Thomas J. Tobin.
62 **Chicago, IL**—Elmer Mortensen, Howard T. Teufel.
63 **Bloomington, IL**—John R. Gibson.
64 **Louisville, KY**—Elmer Gatewood, Sr.
65 **Perth Amboy, NJ**—Anthony Garzillo, Sr., Cecilia Zajewski (s), Harry Baum.
66 **Olean, NY**—Loren G. Near, Richard M. Tinker.
69 **Canton, OH**—Ernest M. Williams.
73 **St. Louis, MO**—Lillian F. Wallace (s).
74 **Chattanooga, TN**—Elmore Dodson, George Allen Jenkins, Stanley Klara, William Earl Combs.
77 **Port Chester, NY**—Ralph W. Sherwood.
81 **Erie, PA**—Karl Emanuel Peterson.
87 **St. Paul, MN**—Arthur B. Anderson, James Peterson, John Boldizar, John Dean Schwenn, Peter D. Hoglund, Philip Charles Nelson.
91 **Racine, WI**—Ruth Koeshall (s), Svend A. Jensen, Viggo J. Nelson.
94 **Providence, RI**—Andrew Marco, James Larosa, Robert James Tevyaw.
100 **Muskegon, MI**—Donald Sutherland.
101 **Baltimore, MD**—Charles Butterfield, Ellwood O. Gischel, Elwood W. Golliday, Francis Arrington.
102 **Oakland, CA**—Gioacchino Salvatore Amante, Hershel Harelson.
103 **Birmingham, AL**—Alice Bolton (s), Joseph Self, Pres Wesley Greer.
104 **Dayton, OH**—Avery McGraw, Sigmund Anderson.
105 **Cleveland, OH**—Anton Sankovic, Benny Augusta Soderstrom (s), Sarah V. Betts (s).
107 **Worcester, MA**—Alice C. Gaudreau (s), Raymond J. Chenette, William T. Gaudreau.
108 **Springfield, MA**—Julie B. Paul (s), Walter E. McNeil.
109 **Sheffield, AL**—John Walker Narmore, Nell Jean Herring (s), Robert Lee Irons.
112 **Butte, MT**—Joseph Luebeck.
114 **East Detroit, MI**—Amiel R. Zielke, Antonio Nicodemi, Bruno Markiewicz, Edgar N. Ball.
120 **Utica, NY**—Albert A. Stukey, Alson H. Phillips.
124 **Passaic, NJ**—Daniel Melfi.
125 **Miami, FL**—Jack Handy, John W. Lavin, Lee E. Erskine, Norman Simmons, Samuel D. Nettles, William C. Chambers, Jr., William H. Robertson.
131 **Seattle, WA**—Anders J. Lonset, Arnie Lindjord, Arthur M. Keski, Arthur Steele, Bernis Burl Simpson, Bertie Hassell (s), Fred Danielson, John C. Bower, Roy A. Matson, Victor Irvin Ritchie, Walter E. Nichols.
132 **Washington, DC**—R. Berley Bibb, Vernon E. Duvall.
133 **Terre Haute, IN**—Lucille Steward (s).
140 **Tampa, FL**—William Walter Liedkie.
142 **Pittsburgh, PA**—Albert J. Simmons, James A. True, Kenneth N. Schwartzer.
144 **Macon, GA**—James Randall Peters.
161 **Kenosha, WI**—John S. Harrison.
162 **San Mateo, CA**—Anna M. Thelander (s), Herbert W. Disney, John H. Hurtt, Raymond McGlashan.
163 **Peekskill, NY**—Harold Riesdorph.
166 **Rock Island, IL**—Frederick J. McCracken, James D. Simonson.
169 **East St. Louis, IL**—Vern Earl Southwick.
180 **Vallejo, CA**—Daniel Bunyan Boatwright.
181 **Chicago, IL**—Leo Thomas Foy, Victor Hess.
182 **Cleveland, OH**—Elmer Kovach, John Krieger.
183 **Peoria, IL**—Howard E. Schlosser.
184 **Salt Lake City, UT**—Bertha Mudrock (s), Jack K. McKone, Ray Robinson, Ruth Smith Allen (s), Vance S. Sutton.
187 **Geneva, NY**—Bernie Ennis.
190 **Klamath Falls, OR**—Jack Lagrande.
195 **Peru, IL**—Stanley Reynolds.
198 **Dallas, TX**—Hilton R. Young, James Bishop Franklin.
200 **Columbus, OH**—James H. Baucum.
210 **Stamford, CT**—Bernard Francis Hagan, Dominick L. Sorge, Frank J. Memoli, John J. Martin, Thomas Yoczik.
211 **Pittsburgh, PA**—Lorraine Sauter (s).
213 **Houston, TX**—Etta A. Bustion (s), Pat Murphy, Wilburn Bud Byrd, William Hardy Ware.
223 **Nashville, TN**—James D. Deaton, John Arnold Gill.
225 **Atlanta, GA**—Aaron Paul Bartenfeld, James Frederick Voyles, Loyd Whidby, Norman Parris Wilbanks, Walter S. Mobley.
230 **Pittsburgh, PA**—Frank Sorrentino.
232 **Fort Wayne, IN**—Herman Brandeberry, Warren Bowen.
235 **Riverside, CA**—Allen F. Shine.
242 **Chicago, IL**—Duane Button.
246 **New York, NY**—Chaim Abramowicz, Dave Schneider, Morris Itkin.
252 **Oshkosh, WI**—Emil H. Ohm.
255 **Bloomingburg, NY**—Edward Baldwin.
256 **Savannah, GA**—Cecil Tompkins.
257 **New York, NY**—Linda Hlinko, Walter Orlowski.
258 **Oneonta, NY**—Lorraine A. Powell (s).
261 **Scranton, PA**—Elizabeth M. Vaughan (s), George Rutkoski, John Galaydick, Leon Toms, Lewis Shaffer.
264 **Milwaukee, WI**—Anthony J. Lyss, William L. Jackson.
275 **Newton, MA**—Joseph Degagne, Nicholas Vitale.
281 **Binghamton, NY**—Jacob Faciszewski, Lawrence E. Dykeman.
283 **Augusta, GA**—Alex B. Florence, Faye Fleming (s).
287 **Harrisburg, PA**—Carl E. Miller, Howard K. Trautman, John S. Kutay, Oscar W. Garner, Richard C. Witman, Roy H. Gingrich, William E. Stalb.
292 **Linton, IN**—Charley Edwin Scott.
296 **Brooklyn, NY**—Aba Lederman, George Ledet, Signe Hauge (s), Sigvald Olsen.
297 **Kalamazoo, MI**—Alex Kussy, Jr., Elizabeth Decker (s).
308 **Cedar Rapids, IA**—George Novak.
314 **Madison, WI**—Elmer Curtis, Joseph Cvikota, Juris Brakmanis.
316 **San Jose, CA**—Bernice L. Bunnell (s), Cereta Lorraine Ball (s), Edwin Booth, Frank M. Henry, James A. Beeks.
329 **Oklahoma City, OK**—Billie Ray Main, Howard G. Roberts, Lorita Myrl Ritchie (s), Mary Ellen Burges (s), Verna Mae White (s).
333 **New Kensington, PA**—Charles E. Bales.
334 **Saginaw, MI**— Neil E. Daniels.
335 **Grand Rapids, MI**—Gerald Marr, Lewis L. Clintsman.
340 **Hagerstown, MD**—Kenneth Lovett Shingleton.
342 **Pawtucket, RI**—Henry Laporte.
345 **Memphis, TN**—Kenneth W. Pitts, Marvin Eugene Vick.
348 **New York, NY**—Donald R. Sullivan, Ralph Saffioti.
355 **Buffalo, NY**—William C. Lutz.
356 **Marietta, OH**—Charles Everett Roby.
359 **Philadelphia, PA**—Albert J. Rohanna, Henry N. Gilmour.
361 **Duluth, MN**—Harold E. Rinta.
365 **Marion, IN**—Everett A. Burden.
370 **Albany, NY**—Geroge F. Bassett, Sr., William. H. Moak.
387 **Columbus, MS**—Luke O. Wilson.
388 **Richmond, VA**—Ruby Lucille Chambers (s).
410 **Ft. Madison & vic, IA**—Clyde L. Stansbery.
433 **Belleville, IL**—Ernst Ladewig.
434 **Chicago, IL**—Marshall J. Braccio, William Kowalczyk.
437 **Portsmouth, OH**—Orville William Shaw.
469 **Cheyenne WY**—Lucile M. Brundage (s).
470 **Tacoma, WA**—Donald R. Hankel, Fred Klapstein, John Karamatic.
472 **Ashland, KY**—Charles K. Thompson, Elwood Salyers.
475 **Ashland, MA**—Joseph A. Chaisson.
492 **Reading, PA**—Earl W. Drumheller.
496 **Kankakee, IL**—Dale E. Sutherland.
499 **Leavenworth, KS**—George M. Payne.
514 **Wilkes Barre, PA**—Daniel Balas, George Wildoner.
515 **Colorado Springs, CO**—Frances M. Waddill (s), Harold Wayne Barnhart.
531 **New York, NY**—John A. Zych, Paul Aldo Philippe.
532 **Elmira, NY**—Calvin J. Ford, John P. Billen.
544 **Baltimore, MD**—Ernest E. Williams.
548 **Minneapolis, MN**—Sunday Mary Pickar (s).
550 **Oakland, CA**—Brian John Walton, Hollis M. Ewart, Jose J. Brenes, Lena Durante (s).
557 **Bozeman, MT**—Ralph Jones, Jr.
558 **Elmhurst, IL**—Lloyd C. Mack, Wesley W. Peterson.
562 **Everett, WA**—Aloysis Patrick Dawson, Donald Franklin Chriscaden, Henry W. Eisenhower, Louis Hudon, Paul C. Rindero, Sam M. Olson.
563 **Glendale, CA**—Arthur W. Maycroft, John Edward Fuoco, Raymond A. Walters
586 **Sacramento, CA**—Hoyt John Stidman, Jack R. Stephens, Kenneth Herman Busch, Lindsay Martin, Richard E. Morgan, Thelman Elwood Smith, Wilma E. Ingram (s).
599 **Hammond, IN**—Ernest Cox, Leo C. Driscoll, Oma Lackey (s).
600 **Lehigh Valley, PA**—Frances A. Mayes (s).
604 **Morgantown WV**—Albert Arly Jones, Edwin W. Golden, Ralph C. Livengood, Wilma Lea Frey (s).
608 **New York, NY**—Saverio Amato.
610 **Port Arthur, TX**—Mary Falcon (s).
613 **Hampton Roads, VA**—Jerry Vernon Daugherty, John E. Ogburn, Sr.
620 **Madison, NJ**—Alberta Randolph (s), Ralph Norton.
622 **Waco, TX**—Clovis Dennis.
623 **Atlantic County, NJ**—Arthur T. Mason.
626 **Wilmington, DE**—Jason C. Taylor.
627 **Jacksonville, FL**—Carlos M. Sorondo, Clifton E. Harris, Flora M. Barfield (s), Henley Earl Adams, Lonie Smith Bratcher (s).
638 **Marion, IL**—Virgil Leland Kinder, Willie Partain.
639 **Akron, OH**—Raymond C. Wentink.
641 **Fort Dodge, IA**—Edwin L. Crouse.
642 **Richmond, CA**—Helen S. McNeil (s), Walter Elzie York, Walter Guy Denney.
644 **Pekin, IL**—Anton Bodie, Lloyd H. Rusch.
668 **Palo Alto, CA**—Edward M. Higa, Gottfried L. Johnson, Helen Faye Williams (s).
690 **Little Rock, AR**—Marvin O. Gross.
698 **Covington, KY**—William E. Waters.
701 **Fresno, CA**—Kenneth Haws.
703 **Lockland, OH**—Arthur E. Seebohm, Fred H. Jacobs, Harry V. Collum, Wesley W. Craig.
704 **Jackson, MI**—Albion K. Hall.
721 **Los Angeles, CA**—Hubert K. Stewart, Louis Pollock, Myrna Jenine Oberman (s), Paul Norman Ralph, Roy F. Russell.
739 **Cincinnati, OH**—Cornelius R. Pape, Hiram C. Steele.
742 **Decatur, IL**—Paul E. Cripe, Robert H. Banning.
747 **Oswego, NY**—Nicholas M. DeLuca.
751 **Santa Rosa, CA**—Clay Belshaw, Elgin J. Bailey, James Johnston.
764 **Shreveport, LA**—Carl B. Shoeberlein, Jr., Egbert Wise, J. C. Slaughter, L. T. Roach, Wilma Hogg Bryan (s).
769 **Pasadena, CA**—Cornelius J. Vandello, Edward Barnes, Vito Ponzo.
770 **Yakima, WA**—Dorothy A. Popp (s), Frank C. Warren, William H. Benjamin.
780 **Astoria, OR**—Konrad Helmersen.
782 **Fond Du Lac, WI**—Audrey A. Scheer (s).
783 **Sioux Falls, SD**—Edwin Rothenberger.
790 **Dixon, IL**—Rose Leslie (s), Thomas Smith.
792 **Rockford, IL**—William F. Thompson.
801 **Woonsocket, RI**—Leo Lemay.
829 **Santa Cruz, CA**—Paul E. Sultzer.
832 **Beatrice, NE**—Ronald D. Wiechmann.
839 **Des Plaines, IL**—James W. Rudden.
844 **Canoga Park, CA**—Ray J. Stinchcomb, Willard Hudson.
849 **Manitowoc, WI**—Frank L. Rank.
857 **Tucson, AR**—Helen P. Golembieski (s).
865 **Brunswick, GA**—Cecil T. Britt, Ernest Frank Joiner, Jr.
873 **Cincinnati, OH**—Howard Barz.
889 **Hopkins, MN**—Gladys S. Anderson (s), Marjorie Ann Linde (s).
902 **Brooklyn, NY**—Angelina Perrone (s), Max Daroff.
906 **Glendale, AR**—Nathan K. Lilly.
921 **Portsmouth, NH**—Lyle R. Nevens.
930 **St. Cloud, MN**—Frank A. Wludarski.
943 **Tulsa, OK**—Celia Fern McIntire (s), Edgar Overby, William A. Coleman.
944 **San Bernardino, CA**—Charles J. Abele, Claude L. Head.
947 **Ridgway, PA**—Andrew John Anderson.
958 **Marquette, MI**—Bernard R. Chiamulera.
964 **Rockland Co., NY**—Alfred Chous.
971 **Reno, NV**—Gerald W. Cameron, Thomas Hayward Fishburn.
973 **Texas City, TX**—Arthur A. Birdwell.
977 **Wichita Falls, TX**—Odessa Wilson (s).
978 **Springfield, MO**—Carl A. Wilcox.
998 **Royal Oak, MI**—Fred O. Guilmette, George M. Rhanor, Lars Edward Roseland, Nial Robert Thorpe, Robert M. Johnson, Theodore Vendlinski.
1005 **Merrillville, IN**—George H. Wiley, Paul Coffman.
1008 **Louisiana, MO**—Anna F. Potter (s).
1010 **Uniontown, PA**—Muriel D. Bell (s).
1027 **Chicago, IL**—Henry Wellmann, John Tibstra, Ottavio Ielletich, Walfrid Johnson.
1040 **Eureka, CA**—Carl M. Herron.
1046 **Palm Springs, CA**—Coil Crawford.
1050 **Philadelphia, PA**—Nils Arvidsson.
1054 **Everett, WA**—Burven E. Speed.
1055 **Lincoln, NE**—Melvin H. Buis.
1062 **Santa Barbara, CA**—David R. Messer, Dorothy Flahive (s).

Local Union, City

1089 **Phoenix, AZ**—Harold A. McDade, Jack Irvin Morris, Ruby M. Brooks (s), Vernie Perkins.
1093 **Glencove, NY**—Mildred Silipo (s).
1098 **Baton Rouge, LA**—Elra M. Toops, Howard C. Adams.
1100 **Flagstaff, AZ**—Lee Avery.
1108 **Cleveland, OH**—Bette Schneider (s), William Loehr.
1109 **Visalia, CA**—Willard Warren Howell.
1114 **S. Milwaukee, WI**—John Slamka.
1125 **Los Angeles, CA**—Lon Anderson, Minnie Ruth McMillion (s).
1138 **Toledo, OH**—Helen M. Layman (s), Horace A. Lepper, Opal M. Kaser (s), Russell A. Saloff, Stanley A. Wolniewicz.
1149 **San Francisco, CA**—James B. Murphy, Larry Vasquez, William R. Lister.
1156 **Montrose, CO**—Donald C. Workman, Ernest O. Underwood.
1164 **New York, NY**—Bruno Timpano, Michael Toscano, Sophie Rader (s).
1184 **Seattle, WA**—Daniel W. Raetzloff.
1185 **Chicago, IL**—Dorothy C. Barlow (s), Marion B. Lapetina (s), Otto Clawson.
1207 **Charleston, WV**—Lakin Davis McDerment, Theo L. Turner.
1222 **Medford, NY**—Frank Amendola, Michael Edward Debetta.
1235 **Modesto, CA**—Dan W. Fairless, Kenneth W. McKinley, Reuben G. South.
1243 **Fairbanks, AK**—Turza Marie Engle (s).
1250 **Homestead, FL**—Ralph R. Edge, Timothy F. Casey.
1263 **Atlanta, GA**—Vicki L. Lisowski (s).
1274 **Decatur, AL**—William Arthur Darmer.
1280 **Mountain View, CA**—Ferdinand Woodard, Frances Helen Hamby (s), Lester E. Morton.
1300 **San Diego, CA**—Ervin E. Hulsey, Fred John Gaxiola.
1302 **New London, CT**—Carl Fusaro, Simon George Lafountaine.
1305 **Fall River, MA**—Joseph Witengier, Vivian V. Berube (s).
1307 **Evanston, IL**—Albert R. Townsend, Irene Boynton (s), Laverne Howard (s), Louis Star, Marie Bertha Hanke (s).
1311 **Dayton, OH**—Laco Y. Wagner, Sr.
1313 **Mason City, IA**—Robert M. Seaman.

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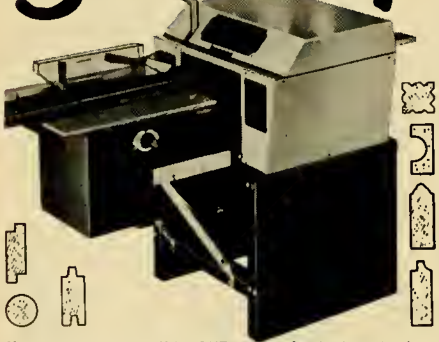

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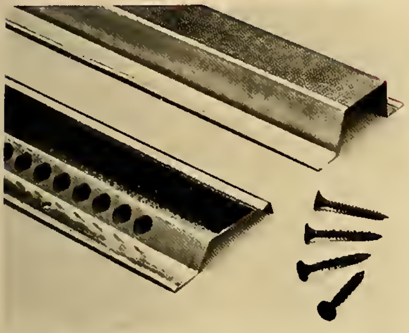
3203 **Shawano, WI**—Eli Herman Bubolz.
9009 **Washington, DC**—Robert Howard Smith, Thomas G. Conklin.

Bunk Bed Safety

The Consumer Federation of America has petitioned the Consumer Product Safety Commission to issue a mandatory safety standard for bunk beds. CFA said there have been 23 reported deaths related to bunk beds, and injuries rose 75.5% in the last seven years to 31,727. CFA asked the federal agency to require better mattress supports, less space between guardrails and mattresses, and guardrails on the wall side of bunk beds.

FURRING CHANNEL



Clinch-On-Corners, the second largest manufacturer of cornerbead molding in the United States, introduces Drywall Furring Channel and Resilient Furring Channel to their cornerbead, J-bead, L-bead and metal accessories line.

Clinch-On-Corners' new Drywall Furring Channel is a 25-gauge galvanized steel hat-shaped channel used for screw attachment of wallboard in wall and ceiling furring. The special knurled face surface allows for ease of screw penetration.

The new Resilient Furring Channel is also made of 25-gauge galvanized steel and is screw-attached to wood or steel framing. Wallboard is attached to the knurled wide flange and kept from direct contact with framing members. The resilient furring channel system is one of the most effective methods of controlling sound transmission through ceilings and partition walls.

Both the Drywall and Resilient Furring Channel are sold in a standard length of 12 feet, and can be ordered in custom lengths to fit most job requirements.

Clinch-On-Corner's new catalog—The Professional Edge—is now available. For more information contact Clinch-On-Corners Inc., Box 2645, 50 SW Cleveland Avenue, New Brighton, MN. 55112-3506. In Minnesota, call (612) 633-2230; in Florida, 1-800-624-2662; all other areas, 1-800-523-4642.

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SLIDE HAMMER

Mark Benda of Local 2046, Martinez, Calif., has developed a nail driver for inaccessible areas.

The Slide Shooter Model 2081 is fabricated from cold, rolled steel. The rod and guide tube are zinc plated for rust resistance and appearance. The 2.5 lb. handle is wrapped with a durable vinyl closure for a comfortable grip. Drives 6 through 16 penny common or duplex nails with ease. The Slide Shooter is available in two lengths, 28.5 inches (tool box size) and 38 inches.

It's useful in nailing forms through rebar, installing cabinets, installing shut offs, block outs and sleeves, and knocking out shiners.

For more information write or call: Benda Industries, 3502 Cranbrook Way, Concord, CA 94520, (415) 685-9189.

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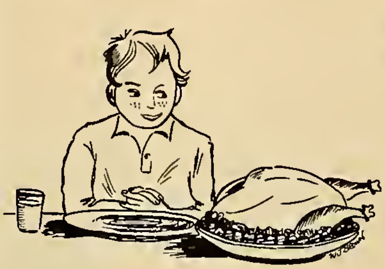
NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturers.



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Putting Convention Resolutions Into Trade Union Action

Delegates' responsibilities do not end when the convention adjourns

As you receive this issue of our union magazine, delegates to our 35th General Convention are returning home to their respective local unions and councils and preparing for five more years of union activity.

They bring with them, I trust, the full array of resolutions adopted by the convention, and they know, because they were there, the mandates of this momentous gathering.

The delegates have an obligation to report in detail the actions taken by the 35th General Convention. Your next local union meeting should have on its agenda a full report of what transpired in Toronto, and I urge you, as a member who has received the full obligation of this Brotherhood, to attend this union meeting and hear what your delegation has to say.

Each of the 2,083 convention delegates was elected under the democratic procedures of our Constitution and Laws. Each carried to Toronto the full responsibility of representing you and your fellow members at the convention . . . of voting according to the dictates of your membership and the decision of his or her experience and conscience.

A general convention of elected delegates is, today, the closest we can come to true democratic procedures in our union. Science-fiction people tell us that the day may come when members of an organization can sit in front of their home television sets or some electronic gadgets and press buttons to record their votes on issues of the day. Then so many robots will begin recording the votes and putting into action the findings of all the recording devices.

I hope that day will never come to this union. I, for one, am not going to give up my place in the world to some super gadget that will run the remaining years on my life. There is no substitute for the human element in our society—no substitute for open discussion in a committee room or on a convention floor or in a local union meeting or, for that matter, at a job site. I don't believe a machine will ever be developed to replace the human brain. Nor do I believe the political scientists of this world will ever develop a more democratic procedure for masses of humanity than those practiced by the people of the United States and Canada for the past two centuries . . . what we call "Western democracy."

What I am saying, I suppose, is that we have in our union the best give-and-take procedure for running our working lives that 35 general conventions have been able to devise over a period of 105 years.

Our delegates will not convene again until 1991, which today seems like a long way off. Consequently, the mandates of our 35th General Convention will guide us through the final, uncertain years of the 1980s.

You and every member of this Brotherhood should be acquainted with what was accomplished in Toronto. You should be ready to support the United Brotherhood in its ongoing program. To paraphrase what President John Kennedy said in his inaugural message a quarter of a century ago, you should ask not what your union can do for you, you should ask, at this time. what you can do for your union.

I don't have to tell a journeyman carpenter that a wooden framework is only so strong as its weakest stud. A union member is only so strong in his or her convictions as the amount of knowledge and experience he or she has about his or her union's activities.

You should know what your union is up to in the months and years ahead. There are several ways to do this: Attend your next local union meeting, hear your delegates report, ask questions. Read this issue of *Carpenter* as well as the December issue for a written and pictorial report on the convention, and you will be briefed on the program laid out for us in the final years of the 1980s.

You know, a trade union convention the size of ours is a costly drawing together of our organization for its deliberations—at the local level as well as at the international level. That's one of the reasons why a union doesn't hold a convention every year. As stewards of your dues money and the dues money of the thousands of other members of the UBC, your General Officers and Board are well aware of the fiscal responsibilities involved in a general convention. Transportation costs, meal costs, the leasing of the convention center, the committee rooms, the hotel facilities all add up. There are reports to be compiled and printed, and, fortunately, we have our own print shop at the General Office—a union shop—to defray some of these costs.

So, in summary, I am saying to you that we've all put a lot into our 35th General Convention, whether we stayed home or not. Now we must show results.

You'll find in the opening pages of this issue of *Carpenter* a summary of some of the actions taken at the convention. A list of the major resolutions adopted and the changes made in the Constitution and Laws are reported, I urge you to take the time to read this report.

In closing, I want to commend the 2,083 delegates who worked for a week in Toronto. A lot of them put in overtime in committee sessions and caucuses. They were attentive to their responsibilities. It was a successful, progressive convention. Now let's get back to our day-to-day agenda.

Patrick J. Campbell

PATRICK J. CAMPBELL
General President

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December 1986

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United Brotherhood of Carpenters & Joiners of America

Founded 1881

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UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

John S. Rogers, Editor

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THE COVER

Bells and their chimes have symbolized the Yuletide for centuries. From Christmas through the New Year they ring out sounds of good cheer and hope everlasting.

The two gold bells on our December cover are two of millions attached to ribbons, wreaths, and gifts as mementos of the season. Seen through the diffusion of a stained glass, the bells and the ribbon on our cover welcome visitors to the warmth of a winter household, as ornamental bells have done for centuries.

It was the Chinese who discovered that bells could be tuned and sounded in chimes. The earliest chimes were Chinese stone chimes, sets of L-shaped marble slabs suspended in wooden frames and struck by mallets. Bell chimes first appeared sometime before 2000 B.C. Both stone and bell chimes have been a part of Chinese temple worship and secular music for centuries.

In the Middle Ages worshipers in churches and monasteries sounded bells by pulling ropes and swinging huge clappers. In the late 18th century a keyboard of levers and pedals was developed. During the present century an ivory keyboard with electric action came into play, often in conjunction with automatic roll-play.

Still it's the music of bellringers in churches and pageants which provides the spirit of the holidays for most of us across North America, this month.

Photograph by F. Sieb
from H. Armstrong Roberts

NOTE: Readers who would like additional copies of our cover may obtain them by sending 50¢ in coin to cover mailing costs to, The CARPENTER, 101 Constitution Ave., N.W., Washington, D.C. 20001.

General Convention

The course you will follow as a member of the UBC was charted by the delegates who assembled in Toronto in October for our 35th General Convention.

The general convention of a labor union is the supreme governing body of that union's membership. Bringing together delegates and leaders from all over the continent, a general convention of the United Brotherhood of Carpenters and Joiners of America sets the course of the organization for the years ahead . . . until the following convention.

It might even alter the course of the union itself, if the delegates so choose. It might, for example, approve the merger of another union, as the UBC's 34th Convention did in 1978, when members of the Wood, Wire, and Metal

Lathers International Union became members of the Brotherhood.

The convention sets the policies, alters the structure of the union if necessary, and elects officers for the coming terms.

Delegates often go to the convention with the instructions of their local membership, prepared to make recommendations to their fellow delegates and to vote in certain ways.

Before the convention ever gets underway, there is much preliminary work to be accomplished. Prior to the 35th General Convention of the UBC in Toronto, Ont., last October, the general officers held a series of regional conferences across the United States and Canada and assessed the problems facing the membership in every district. Advance convention committees were selected—a resolutions committee, a constitution committee, a committee to hear appeals and grievances, and a finance committee to study in detail the financial structure of the union.

The general officers, meanwhile, prepare comprehensive reports of their stewardship since the previous convention. In the case of the United Brotherhood, these reports are compiled into printed booklets and distributed to the delegates when they present their credentials at the registration desks of the convention.

In the weeks before the convention the resolutions committee evaluates the resolutions submitted by local unions and councils. One hundred and fifty such resolutions were submitted in advance of the 35th Convention, and recommendations had to be made on each by the committee—concurrence or non-concurrence. Proposed changes in the Constitution and Laws are submitted before a Constitutional deadline—60 days before the convention—and these proposals were printed in *Carpenter*

Candid views of the convention: At top left, President Campbell with Monsignor James Cox, who delivered the invocation.● Fourth from left at top, George Vest Jr. of Chicago, chairman of the Constitution Committee.● Third from left in the middle, the Hawaiian delegation.● Fifth from left in center strip, Tom Ober of Appeals and Grievances.● Third from left at bottom, General Secretary Rogers.● Fifth from left, bottom, Retired Board Members Leon Greene and George Bengough.

magazine so that all members would have an opportunity to study them and make recommendations to their local delegates.

Fifteen other committees are appointed to carry on the work of the convention—committees to evaluate the reports of the general officers and the general executive board, committees to make recommendations regarding political action, the use of the union label, apprenticeship, and fringe benefits, and other areas of concern. There must be wardens and messengers to handle the "traffic" details. An election committee must be on standby, in case there is a contest for an international office.

Guest speakers are invited to the convention because what they have to say is of importance to the membership and the future of the union.

After the preliminaries, the convention gets down to the business of discussing the committee proposals and the issues presented. Gradually, a blueprint for future action takes shape.

Eventually, officers are nominated and elections are held. In many cases, the incumbent officers are unanimously approved for additional terms of service.

The host council and its affiliated local unions have a full agenda of activities before, during, and after the convention. They offer assistance to the general secretary's office in Washington in obtaining housing for delegates and a convention site. They confer with officials of local agencies and the convention bureau to determine rules and regulations regarding parking, public transportation, first aid, and security. During the convention they maintain close liaison with the general office staff regarding the arrivals of guest speakers and unexpected problems. When the convention is over, they help to "close up shop."

An international convention adds up to five days of work. Enough words are uttered at the rostrum and at floor microphones to fill two or three books. The printed proceedings, made available to every local union, are a record of the actions taken, the opinions expressed—truly labor democracy in action, a summing up of the hearts and minds of more than 2,000 trade unionists, planning the future of the three-quarters of a million craft and industrial workers in our progressive organization.

Strong Program For Industrial Members Outlined by Convention Committee

The United Brotherhood was commended for "the reshaping and strengthening of programs for its industrial members."

The Industrial Committee for the 35th General Convention noted that "the Brotherhood is able to set programs in motion to assist the membership in widely diverse industries."

"It is a source of great pride that this organization can accomodate the varied interests of loggers; wood-product workers; people in the door plants, cabinet plants, aircraft factories, auto plants, auto parts plants; and fish workers in Canada," committee secretary Charlie Bell told the delegates. "The Industrial Department has changed scope and purpose since the last UBC convention, five years ago. The focus has turned toward the creation of new, broader mechanisms for carrying out industry-wide and company-wide negotiations, plus constructing a support system to make these new structures work."

Bell warned that the wages and benefits of industrial members are under "severe attack from increasingly anti-union corporations. Our weapon to combat this onslaught is to create an educated union, unified and disciplined membership with strong and progressive leadership throughout the Brotherhood."

The committee made the following recommendations:

1. Full support should be given to the UBC International Forest Products Conference Board and its national subdivisions, the Canadian Forest Products Conference Board, and the U.S. Forest Products Bargaining Board.

2. Wherever possible and feasible at the national, regional, and council level, the department should facilitate industry meetings at which representatives begin the process of carrying out industrywide or pattern bargaining.

3. An education program be developed for UBC members explaining and seeking support for these industrywide and company-wide bargaining strategies and structures.

The mill-cabinet industry, long considered a localized custom-type industry, has undergone dramatic change. Employers now compete in regional and national markets throughout North America. It is obvious from preliminary research and mill cabinet seminars that mill-cabinet members face common problems and that greater coordination and communication is necessary.

To address these issues, the Committee further recommends:

4. The Industrial Department conduct an industry survey to better understand the needs of this important segment of our industrial membership and convene a meeting of industry representatives to review this survey, as well as discuss other common programs and solutions.

The Industrial Department is to be congratulated for the continued emphasis on leadership training programs covering job steward training, training programs for local union negotiating committees and specialized training programs on such topics as pensions, health care trends, and bargaining tactics.

To carry out new programs, it will be necessary to maintain this past record of education and training so every steward, officer, and representative understands and supports these programs.

The committee further recommends:

5. The Industrial Department continue present training programs and expand these materials to include a new leadership training program that is comprehensive in nature . . .

6. A program for local action be developed for the industrial sector, and the program should then be presented and implemented throughout North America.

7. When small industrial locals are not able to adequately represent their members or to organize new members, they should be encouraged to merge with other industrial local unions to form more effective organizations.

The report of the Industrial Committee to the 34th General Convention held in Chicago recommended the creation of an Industrial Advisory Committee to advise the general president on policies and strategies concerning industrial membership. We further recommend that:

8. The UBC support the continuation of this committee and recommend meetings be held on an ongoing basis to review in more detail the Industrial Department's programs.

9. The committee supports programs directed towards full coordination and joint tactics of collective bargaining and organizing among unions representing forest industry workers . . .

10. The Industrial Committee endorses and supports the concept of a special defense fund, created from the United Brotherhood of Carpenters and Joiners of America general fund, to defend and advance the interests of UBC members against blatant and obnoxious attacks from greedy corporate interests

11. The Industrial Committee urges continued support for an independent Special Projects Department to carry out programs for the industrial section as well as the construction section.

12. We commend the general officers for their steadfast and unyielding support of the Louisiana-Pacific strikers with a national boycott and a wide assortment of other economic tactics. We urge that these pressures be continued until an acceptable resolution is achieved to serve as notice to any other corporation considering similar action.

13. The Committee recommends further that every effort be made to educate the entire industrial membership concerning the potential, the effectiveness, and the workings of these "corporate" and general economic strategies so they will support them and help carry them out.

14. Since pension funds are shareholders of major corporations and provide a means of influencing corporate behavior, the Committee supports the notion of closer working relationships between jointly administered funds in the industrial and construction sectors and other funds, such as public employee funds, in order to increase leverage in these corporate campaigns.

Western Council Praises Support In Construction

In a speech to the 35th General Convention, Jim Bledsoe, executive secretary of the Western Council of Lumber, Production, and Industrial Workers and chairman of the 35th Convention industrial committee, had high praise for the support given to the Western Council's strike and boycott against Louisiana-Pacific Corp.

"I was astounded when I saw construction carpenters throughout the breadth and scope of the United States of America doing a job for industrial people on picket lines in front of stores that were handling Louisiana Pacific products."

He also commended "the impressive program put on by the District Council of New York City" when a rally was held on Wall Street in 1984 to focus attention on Louisiana-Pacific stock and its corporate practices.

He suggested that the days are past when industries such as the forest products industry can negotiate on a local or regional basis. He pointed out that major forest products corporations are multinational. "They're in the West; they're in the South; they're in the East; they're in Canada."

"We need to have a bargaining structure for industrial unions facing common employers in a common industry that transcends state, provincial, and national lines. We don't need to shrink back to our borders. We tried it. It didn't work."

WELCOME
35th GEN
CONVEN

Raffle winner Dale Hagstrom, Local 2028 financial secretary and business representative, gets a hand with his new jacket from Rudy Clay of the fourth district, while First General Vice President Sigurd Lucassen, far left, and William Nipper, sixth district, look on.

Convention Spurs 'Blueprint' Donations

Quarter Million Dollar UBC Donation Delivered by Campbell

Brotherhood members at the UBC's 35th General Convention made a point to attend not only to their own concerns but to the concerns of others. Over $37,000, collected by two groups, was presented for the Diabetes Blueprint for Cure fund during convention proceedings.

Pete McNeil, a sixth district general representative from Austin, Tex., raffled off a jacket covered with pins and badges from conventions as early as the UBC convention in St. Louis, Mo., in 1958. That raffle raised $14,600. The jacket weighed 10¼ lbs. when it was presented to the raffle winner, Dale Hagstrom, Local 2028, Grand Forks, N.D., who pledged to return the jacket for raffling at the next convention.

H. H. "Skip" Landry Jr., executive secretary of the Santa Clara Valley, Calif., District Council, contributed $17,700 from an additional raffle conducted in California.

Convention attendants also heard from three guests on behalf of the Diabetes Research Institute in Miami, Fla.

Mike Berezin, executive director of the Diabetes Research Institute Foundation, spoke of the origins of the foundation, the growth of the drive to build the research institute, and the progress that's been made as a result of the Building Trades' commitment to the project.

Gary Kleiman, a living testimony to recent advances in treatment for diabetes sufferers, spoke of his experiences since being diagnosed with diabetes at the age of 6½.

Dr. Dan Mintz of the Diabetes Research Institute spoke "not as a scientist hoping for a cure," but "as a human being [thanking] you for millions and millions of parents who have suffered some of the ravages of the disease and the children who are beginning to hope that there is a different future for them than the past."

UBC President Patrick Campbell pledged to "keep on going. The Brotherhood of Carpenters will make sure that we build that research laboratory."

"We need $10 million to get off the

Continued on page 46

Recent contributions to Blueprint for Cure came from:

44, Champaign, Illinois
131, Seattle, Washington
149, Tarrytown, New York
469, Cheyenne, Wyoming
658, Millinocket, Maine
1026, Miami, Florida
1280, Mountain View, California
1338, Charlottetown, P.E.I.
1772, Hicksville, New York
Richard J. Reese Assoc., Inc.
George Badaracco
David Brown
William A. Devins
Douglas D. Dole
Chester Flechsig
Francis M. Lamph
Sigurd Lucassen
Kenneth W. Molock
George Zurow
Local 462, Greensburg, Pennsylvania
Local 1100, Flagstaff, Arizona
Harold Baggarly
Michael Corbo
Francis Lamph
Gary E. Knapp
Empire State Consulting
Sonora Moose Lodge No. 2183
Pete McNeil's jacket raffle
Santa Clara Valley, Calif., D.C.
Patrick J. Campbell
Lowell M. King

Local 203, Poughkeepsie, N.Y., donated the $20,000 proceeds from its recent 100th anniversary dinner to Blueprint for Cure. Business Representative Stewart Malcolm, left, presented a $20,000 check to President Campbell and First District Board Member Joe Lia following the event.

On "Pete McNeil's Jacket Raffle Detail" were, from left, Representatives McNeil, Sixth District; Rudy Clay, Fourth District; Gilbert Vigil, Eighth District; an unidentified supporter; Gene Hill, Fourth District; William Nipper, Fourth District; Ed McGuffey, Fourth District; Kevin Thompson, First District; and George Henegar, Fourth District.

Washington Report

REMODELING RECORDS SET

Residential remodeling reached record levels last year as Americans spent $80.3 billion to improve and repair their homes, according to the National Association of Home Builders.

Remodeling activity has soared 78%—from $45 billion to $80.3 billion—in the past four years, at least in part because sales of new and existing homes have been so strong.

Total remodeling expenditures reached the highest quarterly figure ever recorded—$90.6 billion on an annual basis—in the last quarter of 1985.

The 1985 figures, which were compiled by the U.S. Bureau of the Census, showed a 22% increase in maintenance and repairs, a 23.5% increase in major replacements such as a roof or new furnace and a 34% decrease in additions.

ANTI-LABOR FIVE

In Washington, D.C., the ultra-conservatives have selected the five most reactionary members of Congress—men whose records are 100% anti-labor and 100% anti-liberal. The five, all Republicans and chosen by the ultra-conservative American Conservative Union, are James McClure and Steve Symms, of Idaho; Nevada's Chic Hecht; Utah's Jake Garn, and Jesse Helms of North Carolina. Liberal Democrats, as might be expected, were ranked a zero; they included Gary Hart of Colorado and Howard Metzenbaum of Ohio.

AIRLINE WORKERS' PROTECTION

A recent House of Representatives vote resulted in a 329 to 72 win for airline employees. The House voted to amend the Federal Aviation Act to require the Department of Transportation to invoke labor protection provisions when approving airline mergers. The provisions use seniority as a guideline for integrating the work forces of the merged airlines.

The bill was opposed by the airline industry and the U.S. Chamber of Commerce, which said it would impose burdensome costs on airlines attempting to merge. Supporters say that the legislation is needed because DOT has failed to invoke these provisions in recent mergers.

FORCED RETIREMENT ENDS

Legislation to remove the mandatory retirement age of 70 for most of the nation's private sector workers has been unanimously approved by Congress and was signed into law by President Reagan. "This legislation is a historic step forward in guaranteeing the elderly of this nation and the future elderly a fundamental civil right—the right to work as long as they are willing and able," Rep. Claude Pepper (D-Fla), the 86-year-old congressman, who was the main author of the bill (H.R. 4154), says. The bill marks the first major change in the Age Discrimination in Employment Act since 1968.

With one exception, the bill is essentially the same as that passed by the House in late September. The House, recognizing that many states and localities have mandatory retirement ages for public safety personnel—police, firefighters, and prison guards—originally voted to allow that practice to continue indefinitely, while removing the age cap for other workers. But the Senate, in behind-the-scenes negotiations, limited the continuation of mandatory retirement practices to a period of seven years from Jan. 1, 1987, the effective date of the bill, and included tenured academic faculty in the seven-year limit as well.

By removing the upper age limit, the bill also requires covered employers to continue the same group health insurance for workers over age 70 as is offered to younger workers.

KOREAN VETERANS MEMORIAL

The Senate Subcommittee on Public Lands has approved a bill to construct a Korean War Veterans Memorial. The measure calls for construction of a memorial in Washington, D.C., under the direction of the American Battle Monuments Commission.

Public funding of $1 million is authorized with an overall estimated cost of $3.5 million. Public contributions will be solicited.

The President will appoint a Korean War Veterans Memorial Advisory Board to consist of 12 veterans of the war. They will be responsible for recommending a site and design for the memorial, subject to the approval of the American Battle Monuments Commission.

MORE WORKING TWO JOBS

About 5.7 million persons were working at more than one job in 1985, according to findings from a special survey released by the Bureau of Labor Statistics of the U.S. Department of Labor. The dual jobholding rate—5.4%—was up from 4.9% in 1980 and was at its highest level in over two decades.

As was also reported in this survey on work patterns, about 9 million persons worked at home for 8 or more hours a week as part of their regular jobs; nearly 30 million usually worked on Saturday; and about 23 million had jobs entailing either shift work or schedules outside the normal daylight hours.

This data was obtained through special questions asked in conjunction with the May 1985 Current Population Survey, the monthly survey of about 59,500 households which provides the basic labor force and unemployment data for the nation.

Labor News Roundup

Labor Department grants $2.1 million for displaced workers

The Labor Department recently granted $2.1 million for retraining and other assistance to displaced workers in Texas, Kansas, and New York under the Job Training Partnership Act's Title III program.

The Houston-Galveston Area Private Industry Council will receive $800,000 to assist up to 570 workers dislocated from the oil and gas drilling, manufacturing, and construction industries.

The Rochester/Monroe Private Industry Council in New York will receive $800,000 to assist up to 615 workers laid off from Eastman Kodak and seven other firms. New York's Chemung, Schuyler, Steuben Private Industry Council will get $300,000 to assist up to 100 workers laid off in a number of small plant closings.

The Kansas Department of Human Resources will receive $200,000 to assist up to 150 dislocated oil and gas workers and workers who produce equipment for the oil and gas industry.

Single-family homes almost one-third manufactured

Almost one-third of all new single-family homes sold in America last year were manufactured homes, according to the Manufactured Housing Institute. The association says that deliveries of manufactured homes in the Northeast during the first six months of 1986 were up 10% over last year. The East North Central region saw a 3.8% rise.

Drug-testing clause not enforceable

A federal arbitrator in Chicago has ruled that drug-testing clauses written into the contracts between professional baseball players and the multimillionaire club owners are not enforceable. Said Don Fehr, executive director of the union's Major League Players Association, "The clubs may not get the test results by bypassing the union. They must go through the union. The tests are therefore not valid."

OSHA proposes toxic chemical exposure standard

The Occupational Safety and Health Administration has proposed a new standard covering toxic chemical exposure for some one million laboratory workers. Under the proposal, laboratories would be required to develop a hygiene plan to prevent overexposure, expand the number of chemicals covered by the rule, and exempt labs from routine medical surveillance and record-keeping requirements to reduce costs. The rule would apply to labs classified as industrial, clinical, or academic. Dental, veterinary, and group health facilities would be exempt.

Labor educators sponsor education essay contest

Workers Education Local 189, the oldest association of labor educators in the nation, is sponsoring a nationwide essay contest on the topic, "How has union or university labor education helped me to become a more effective union leader or active member."

The contest is open to all union members who have participated in a union or university-sponsored labor education class, conference, or summer school. The entry deadline for the 1,000 to 1,500-word essays is Feb. 1, 1987.

The first place prize is $200, second prize is $100, and third prize offers $50. A panel of three nationally known labor educators will judge the entries.

For an entry application, write to: Local 189 Contest, c/o Stanley Rosen, Chicago Labor Education Program (m/c 216), University of Illinois, P.O. Box 4348, Chicago, IL 60680. Or call (312) 996-2623.

Salem sworn as Labor Department solicitor

George R. Salem was sworn in as Solicitor of Labor by Labor Secretary William E. Brock. Salem served as acting solicitor since last December and as deputy solicitor since joining the Labor Department in April 1985.

Before joining the department, Salem, 32, worked eight years for the labor relations law firm of Thompson, Mann and Hutson. In 1984, Salem served as executive director of the Ethnic Voters Division of Reagan-Bush '84.

N.Y. signs compact for interstate wage collections

New York State Labor Commissioner Lillian Roberts recently signed a reciprocal agreement with the state of California for the collection of back wages owed to workers by their employers.

Through legislation signed by Gov. Mario M. Cuomo, the New York State Commissioner of Labor was given the authority to enter into reciprocal agreements with other states for the collection of back wages and fringe benefits. This is the first agreement under that legislation.

Under the agreement, if a New York employer leaves the state owing employees back wages or fringe benefits and either relocates or has assets in California, the California Department of Industrial Relations now has the legal authority to attempt to collect the money owed on behalf of the employees.

Conversely, if a California employer relocates to or has assets in New York and owes former employees back wages, the New York State Department of Labor has the legal authority to collect the money owed to the former workers in California.

Union members asked to support Molson boycott

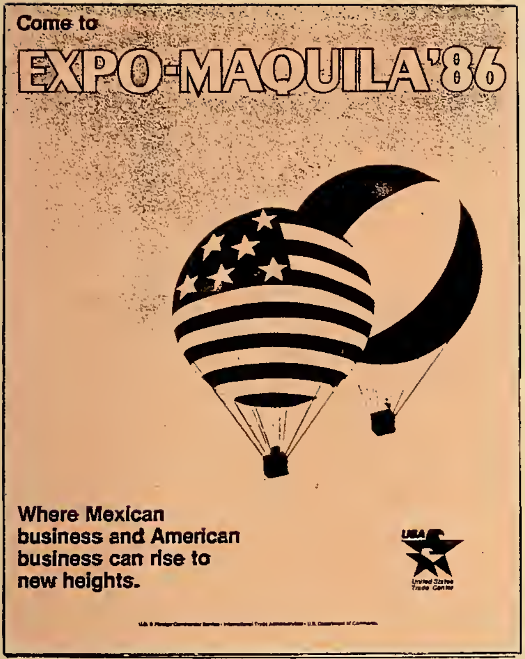
International Longshoremen's and Warehousemen's Union Local 6, Brisbane, Calif., has asked union members to support a boycott of Molson Golden Ale, brewed by the Canadian-based Molson Companies, Ltd. The union charged Molson is pursuing union-busting strategies at the Oxford Chemical Co., which Molson took over in 1983. The ILWU said Molson has stalled on a new contract and hired the anti-union law firm, Littler, Mendelson, Fastiff and Tichy, the same firm called in to contribute expertise to Nord Door Inc.'s union-busting activities.

Sheet Metal contract nullified because of double-breasted sub

Building Tradesmen in the Los Angeles, Calif., Orlando, Fla., and Pittsburgh, Pa., areas are being notified by the Sheet Metal Workers International Association that the union has nullified its collective bargaining agreement with Limbach (Western Air), one of the nation's largest sheet metal contractors, the reason: Limbach has a subsidiary that has a double-breasted operation.

UP! UP! and AWAY!

The U.S. Commerce Department promotes the movement of American jobs to Mexico . . . with your tax money!


Come to
EXPO-MAQUILA'86
Where Mexican business and American business can rise to new heights.
USA
United States Trade Center

A promotional leaflet distributed by the U.S. Department of Commerce to encourage American participation in a trade exposition in Acapulco, Mexico, designed to show that labor costs are cheaper south of the border.

Believe it or not, the U.S. Department of Commerce in Washington has promoted an industrial show in Acapulco, Mexico, this month, designed to "lure" American industries to Mexico . . . which means, in simple terms, promoting the movement of U.S. jobs out of the country.

The trade show, scheduled for December 3–5, means that the Reagan Administration is promoting "maquiladoras" (literally "golden mills")—plants operated by American firms in Mexico which assemble components for final sale in the United States. According to a brochure being distributed to investors and manufacturers, there will be seminars and workshops on "utilizing low-cost foreign labor in assembly of products for re-export" to the United States.

The United Brotherhood, through its legislative department, has written to every U.S. senator and congressman protesting the action by the cabinet agency. Congressman Jim Florio of New Jersey, chairman of the House Subcommittee on Commerce, Transportation, and Tourism, has written to the U.S. Comptroller General, warning that such use of taxpayer funds "must end once and for all."

Sen. John Glenn of Ohio wrote to General President Patrick J. Campbell, thanking the Brotherhood for calling his attention to the Commerce Department action and stating: "I share your outrage over the use of American tax dollars for the promotion of foreign industries. At a time when our trade deficit is heading toward an all-time record $170 billion, and millions of American workers have lost their jobs due to unfair foreign trading practices, it is inconceivable that the Department of Commerce is attempting to move even more American jobs abroad."

Fortunately, because of organized labor's alertness to current trade legislation, a Continuing Resolution which passed Congress before its adjournment contained a provision prohibiting the Commerce Department from spending any funds to sponsor trade exhibitions which feature the advantages of foreign companies and cheap labor overseas.

Unfortunately, the deed is done. U.S. taxpayers paid for 120,000 flyers to U.S. companies, pushing the Acapulco exposition. They were targeted to a variety of companies—textile and clothing manufacturers, radio and television, electrical and electronic, leather goods, wood products, telephone and telegraph, appliance, and toy manufacturers.

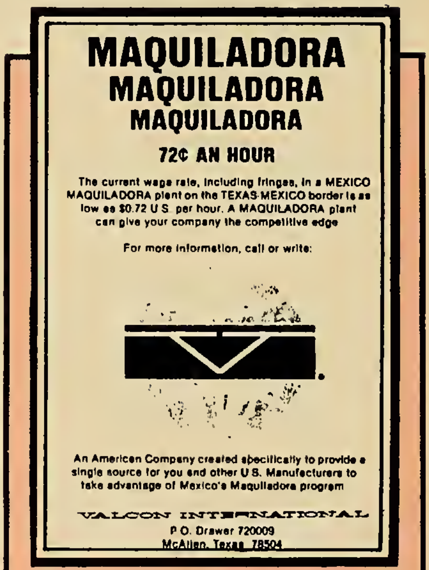
Hundreds of big-name American companies have responded, including General Motors, Ford, Chrysler, Eaton, Allied Signal, Dresser, Union Carbide, Rockwell International, clothing companies, toy manufacturers, and dozens of others.

U.S.-owned Maquiladoras number nearly 1,000, and employ close to 250,000 workers. Only 20% of their output actually stays in Mexico.

American firms are the principal users of the Mexican plants, and account for 96% of the $2 billion foreign investment that has been made in maquiladoras in the past decade.

●

The Brotherhood's action against the Commerce Department's promotion of Expo-Maquila is another instance in which your union was at the cutting edge in preventing unfair government action against American workers. The UBC's legislative department will be alert to legislation in your interest when the 100th Congress convenes.



MAQUILADORA
MAQUILADORA
MAQUILADORA

72¢ AN HOUR

The current wage rate, including fringes, in a MEXICO MAQUILADORA plant on the TEXAS-MEXICO border is as low as $0.72 U.S. per hour. A MAQUILADORA plant can give your company the competitive edge

For more information, call or write:

An American Company created specifically to provide a single source for you and other U.S. Manufacturers to take advantage of Mexico's Maquiladora program

VALCON INTERNATIONAL
P.O. Drawer 720009
McAllen, Texas 78504

The lure of 72¢ an hour

A leaflet distributed by a company called Valcon International, operating out of a post office drawer in McAllen, Tex., on the Mexican border—a firm which describes itself as "an American company created specifically to provide a single source for you and other U.S. manufacturers to take advantage of Mexico's Maquiladora Program."

The leaflet states "The current wage rate, including fringes, in a Mexico Maquiladora plant on the Texas-Mexico border is as low as 72¢ U.S. per hour. A Maquiladora plant can give your company the competitive edge."

Rehab Tax Credit Changes Begin Next Month

Special tax breaks for old homes are withering away just as many of the old structures they were designed to protect, says a Texas A&M University accounting professor.

That should concern Americans who rehabilitate old buildings and use them for commercial purposes or rental property, said Dr. Larry Crumbley.

"Generally, all structures must be income producing, or used for commercial purposes, before realizing tax advantages," said the certified public accountant and professor in Texas A&M's College of Business Administration, although buildings designated as historic structures qualify regardless of how they are used.

Crumbley said people interested in obtaining tax breaks for rehabilitating old homes should first contact their local historical society or state commission, such as the Texas Historical Commission in Austin, to make sure the home qualifies.

"Submit plans for approval before beginning the work," he stressed. "You want to rehabilitate with care to enhance the structure's historic value, besides guaranteeing the tax advantages."

Under current law, a 15% tax credit is allowed to rehabilitate nonresidential buildings 30 to 40 years old, a 20% credit could be used for those older than 40 years and a 25% tax break is allowed for a historic structure of any age.

Under the new law, effective January 1, a 20% tax credit is allowed for rehabilitating certified historic structures and 10% is allowed for rehabilitating buildings, other than historic structures, originally placed in service before 1936.

"The tax breaks apply only to rehabilitation. They can't be obtained for purchasing or enlarging an old house," Crumbley pointed out.

To realize the breaks, the old structures must retain at least 75% of their existing exterior walls (with 50% still used as external walls) and 75% of the internal structural framework. A completely gutted building cannot qualify for the rehabilitation credit.

Also, the rehabilitation costs must be more than $5,000 or must exceed the adjusted basis of the building, whichever is greater, he said. The adjusted basis refers to the value of the building after deducting the cost of the land and any depreciation taken before renovation.

"If the building has an adjusted basis of $15,000, you would have to put in at least $15,000 before you could realize any of these tax credits," Crumbley said. "The rehabilitation work itself must meet the Secretary of Interior's Standards for Rehabilitation, a broadly-worded guide for rehabilitating historic buildings," he said.

"That's not all," continued the Texas A&M accountant. "The new law requires that the adjusted basis used to calculate future depreciation must be reduced by the full amount of the credit taken. Straight-line depreciation also must be used for all rehabilitation expenditures added to the original cost of the building."

The tax rules are spelled out in the 1986 Tax Reform Act recently passed by Congress, he said.

July 31, 1986, was proclaimed Charles Eis Day in Abilene, Kan. Pictured above is Mayor Anne Robson, right, presenting Eis with a Certificate of Recognition for his continued public service.

Brother Charles Eis: *Newsweek* American Hero

This year marks a decade since retired carpenter Charles Eis, Local 1095, Salina, Kan., started playing Santa's helper for 300 poor children in Abilene, Kan. Eis, who was profiled as one of "One Hundred American Heroes" in *Newsweek*'s special Statue of Liberty Collector's Edition this past summer, spends his time scavenging rejects and broken toys from a retail chain and replacing or repairing their parts and pieces to give as Christmas gifts to the needy children in the area.

Eis has been salvaging and repairing toys since way back in his parenting days when he scoured the alleys of Abilene for broken playthings and repaired them for his two sons. The 81-year old proudly boasts that they never had a store-bought toy.

Today, the scope of Eis' project has grown incredibly. The local Elks Lodge approached him ten years ago about repairing toys as Christmas gifts for needy children. After three years of the salvage project, the Elks dropped out, but not Brother Eis.

He needs part-time help to keep up with the volume of 1,000 toys a year, and his basement shed and garage are overflowing with toys and parts. Eis estimates that he spends $500–$600 a year on replacement parts—a little expansive with him and his wife relying on social security these days. But he doesn't want to disappoint the little ones who look forward to his toys all year—they wouldn't have a Christmas without this Santa's helper.

Brother Eis was recently awarded a certificate of recognition by the United Brotherhood in appreciation of his efforts and accomplishments.

Harvard Law Students Snub Union Busters

Many of the nation's "best and brightest" law school students are passing up job opportunities with union-busting law firms.

At Harvard, more than 200 students declared their refusal to consider employment with five law firms the AFL-CIO has identified as active participants in management campaigns that prevent workers from organizing unions or scheme to decertify existing unions.

Talent recruiters from the nation's biggest law firms visit Harvard and other high-prestige law schools, and competition for top students is often intense.

A spokesman for the law student boycott, Paul S. Bamberger, stressed the distinction between firms that represent management as part of a normal lawyer-client relationship and those that take on the job of fighting unions.

The AFL-CIO Department of Organization and Field Services, which keeps tabs on professional union-busters, had these comments on the firms being shunned by the law students:

Littler, Mendelson, Fastiff and Tichy is a large San Francisco-based firm that has held seminars on how to resist organizing campaigns. It has been reprimanded and fined in federal court for filing a frivolous and harassing lawsuit against Local 3 of the Operating Engineers. Campaigns in which it has been involved have been marked by unfair labor practices.

Morgan, Lewis and Bockius of Philadelphia is described in organizing reports as "the behind-the-scenes director of coercive and intimidating campaigns," including tactics such as management warnings of losses of wages and benefits if workers vote for union representation.

Bond, Schoeneck and King of Syracuse, N.Y., is identified with campaigns that prompt supervisors to warn workers that the only concern of unions "is to get dues money from workers" and that union organization will force a strike or result in plant closings.

Seyfarth, Shaw, Fairweather and Geraldson of Chicago has actively participated in efforts to decertify unions, and the AFL-CIO's National Organizing Coordinating Committee notes a pattern of strikes following employment of this law firm. Many of these strikes, it says, result from "a management-planned impasse in bargaining, where the strike becomes the weapon of management rather than the union."

Vedder, Price, Kaufman and Kammholz of Chicago typically "tries to scare the workers to death about the inevitability of strikes and violence," AFL-CIO records show. In a typical campaign in which it is involved, supervisors are told to tell employees that a common way unions "force members to obey union orders" is to "put the member on trial and force the member to pay a fine."

Several of the firms also have offices in cities other than their headquarters location.

Ottawa Report

COMMON DAY OF REST

The statement of the Canadian Conference of Catholic Bishops urging return of Sunday as "a common day of rest" pointed to the needs of families and individuals.

"While it is necessary to be able to enjoy a day of rest, it is equally important to hold this day in common," the CCCB said. "As social beings we need the community of others to develop and grow in our lives. A common day of rest helps us to maintain these relationships and strengthen interpersonal communication." But random days throughout the week "would further increase the dangers of the widespread privatization and individualism in our society."

"If days off are scattered throughout the week, working mothers and fathers, especially in the retail business, will not be able to be together with children on the weekend. Removing this opportunity would place a further strain on the family as the basic institution of our society."

ANTI-UNION CONTRACTOR LOSES

A prominent anti-union contractor recently lost a 10-year court battle in which he sought millions of dollars in damages from construction unions and Syncrude Canada Ltd.

Mr. Justice Russell Dixon of the Alberta Court of Queen's Bench dismissed Al Henuset's civil action for up to $55 million in compensation for loss of business during a labor dispute in 1976.

Henuset said he suffered the loss at the hands of the Alberta Building Trades Council, the International Union of Operating Engineers Local 955, Syncrude, Canadian Bechtel Ltd., and Alberta Energy Co. Ltd.

Henuset told the court two labor leaders had blackmailed Syncrude, Alberta Energy, and Bechtel in 1976 not to award two pipeline construction contracts to his firm, Henuset Brothers Ltd.

The verdict followed a month-long trial last year which involved 15 lawyers, 22 witnesses, and thousands of pages of evidence.

Dixon described Henuset as a "dedicated free-enterpriser, with no love for unions, unionism, or socialism." The justice also said Henuset caused his own demise and was not a victim of a labor-business conspiracy.

DRUG BILL DROP URGED

Proposed changes to Canada's drug patent legislation will cost Canadians hundreds of millions of dollars in increased drug prices, and should therefore be shelved immediately, a coalition of national organizations said recently.

"We do not accept that the Canadian consumers and taxpayers should be forced to pay more than they do now to subsidize . . . the pharmaceutical industry," the coalition said in a letter to Prime Minister Brian Mulroney. "The industry is very profitable. Moreover, it already benefits from the very generous research and development incentives available to industries in Canada."

Draft legislation would amend the Patent Act to allow patent-holding drug companies at least 10 years of monopoly pricing for all new drugs before they could be made available as less expensive generic equivalents. The draft bill undermines the system of compulsory licensing introduced in 1969.

The coalition's letter cited the 1985 report of the federal Commission of Inquiry on the Pharmaceutical Industry (the Eastman Commission) which found that compulsory licensing "has brought us reasonable drug prices through competition rather than through the type of costly regulatory bureaucracy used to control drug prices and profits in a number of other countries."

JOB MARKET STAGNANT

The sputtering Canadian economy coughed up a few more jobs in September, but not enough to improve the underlying picture of a stagnant job market that may yet get a little worse before it gets better.

The seasonally adjusted unemployment rate declined to 9.5% in September from 9.7% in August. The rate had been down to 9.5% in June, but bounced up to 9.9% in July when nearly 100,000 jobs disappeared. Despite the creation of 48,000 jobs in August and another 32,000 jobs in September, the economy hadn't yet regained the ground lost in July.

As a result, employment fell at an annual rate of 1.5% in the third quarter to a seasonally adjusted 11,610,000 from 11,653,000 in the second quarter. In the first three months of the year, there were 11,629,000 jobs.

TORIES EAGER TO CUT

Since the election of the Mulroney government in 1984, the Tories have implemented two measures to cut UI costs that seriously hurt laid-off workers who are entitled to severance pay or pension income. Since last March, lump sums given by employers as severance pay count as earnings and must be used up before the laid-off workers can get UI benefits. Those with large severance pay amounts—usually the workers with the most seniority—may not be able to qualify for UI at all.

Then, starting in January of this year, the same restrictions were applied to pension income received by workers who are laid off, as well as those who opt for early retirement.

The Mulroney government has also appointed a Commission of Inquiry into Unemployment Insurance, charged with studying the program and recommending changes.

Local 3073 Organizing Committee Success

Committee members pictured above, front row, from left, are Portsmouth Naval Shipyard organizing committee members Mike Chasse, president; Robert Burleigh recording secretary; Jackie Lord, vice president; and Cindy Hall, financial secretary. Back row, from left, are Gary Carlson; Steve Powell, steward; Tim Smith, steward; Tracy Plante; Larry Gould; Charlie Ireland, steward; and Robert Duke, chairman.

Local 3073, representing workers at the Portsmouth Naval Shipyard, in Portsmouth, N.H., recently began a concerted organizing effort. The local, an affiliate of the Federal Employees Metal Trades Council, the exclusive bargaining agent, represents employees in the carpentry, cabinet making, shipwright, wood crafting, rubber, and plastics trades.

Past organizing efforts were conducted mainly by stewards and chief stewards; however, due to the diversity of the trades and other problems, these efforts have met with minimal success. This latest effort was undertaken with the continual aid and assistance of the general office which made the difference, according to Bob Burleigh, Local 3073 recording secretary.

Under the chairmanship of Robert Duke, a committee set out to educate those employees that had not signed up. By keeping a very high profile and continually working at the job at hand, the local increased its membership by well over 25% in less than 6 months. At the present time the local has organized nearly 95% of its potential membership. While still working on those employees that have not yet signed up, the committee is already preparing to move into other areas to organize the unorganized.

The local has experienced another benefit in addition to the obvious from this effort. By increasing its membership, the local has gained more strength and merits an additional vote within the Metal Trades Council. This is extremely important when representing the concerns of the membership in matters affecting conditions of employment.

Local 1594 Celebrates 50th Anniversary

Local 1594, Wausau, Wisc., recently celebrated its 50th anniversary with a dinner dance at the Wausau Labor Temple. On hand for the festivities, pictured above, from left, are Lawrence Schneider; Pay Pias, charter member; Larry Pelot, president; John W. Pruitt, UBC second general vice president; Walter Barnett, representative; and Robert J. Warosh, executive secretary-treasurer of the Midwestern Industrial Council.

Building Trades Aid Boy Scout Council

Two major facilities of Columbia Pacific Boy Scouts Council, based in Portland, Ore., have been renovated extensively by volunteers from area building trades unions. The Columbia Pacific Boy Scout Council serves 15 counties in Oregon and southwest Washington, reaching more than 49,000 young persons annually. All labor and most materials were donated for an estimated savings of $450,000.

The projects were coordinated by Earl Kirkland, executive secretary of the Columbia-Pacific Building Trades Council, and other Building Tradesmen including Ray Baker, Local 1388, Oregon City, Ore., financial secretary; and Marv Hall, executive secretary of the Oregon State Council of Carpenters.

Trainees from the Angell Job Corps Center near Yachats performed structural renovations at the Big Lodge at Camp Meriwether, a historic building which serves as the camp's primary program center. Camp Meriwether on Cape Lookout near Tillamook is the council's largest facility. It serves about 3,000 campers in the summer while another 2,800 scouts use it in the winter.

Journeymen and apprentices from Local 1388 joined Plumbers and Pipefitters Local 290, and Sprinkler Fitters Local 669 to install a fire protection and sprinkler system at Chief Obie Lodge, the scout training facility on the east side of Mount Scott near Portland.

Industry Advancement Program Award

Local 6, Hudson County, N.J., a carpenters, millwrights, and lathers local, was awarded a plaque in recognition of its outstanding cooperation and dedication to labor-management relations in establishing an industry advancement program. The plaque was presented by Richard Kantor, left, on behalf of the Hudson County Contractors Association. Receiving the award are Albert J. Beck, middle, business representative, and Sal De Anni, business representative.

Landslide Victory at Cardell Cabinets

Serving on the Cardell Cabinets Inc. in-plant committee, above, front row, from left, are UBC Representative A.J. Cortez, Arthur Arevalo, Ricardo Sanchez, David Casillas, Eva Duran, Juan Flores, Richard Zuniga, and UBC Representative Art Reyes. In the back row, from left, are Jose Contreras (partially hidden) and Gilberto Serna.

Close to 130 Cardell employees turned out in San Antonio, Tex., for the union meeting prior to the election.

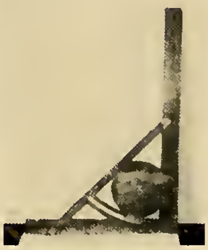
The NLRB election at Cardell Cabinets, San Antonio, Tex., was a landslide victory for the UBC. When the ballots were counted, the vote came back 107 for the UBC, 54 for the company, with 5 votes challenged.

Three days prior to the election, the company attorney alleged that union organizers had threatened and coerced certain illegal aliens by purportedly calling the Immigration Service. The ballots were impounded by the NLRB until an investigation was held and the charges declared unfounded.

Missouri Auxiliary Welcomes Officers

The new officers for Ladies Auxiliary 23, St. Louis, Mo., to serve from June 1986 to June 1989, are Helen Thornton, president; Georgia Caniziani, vice president; Shirley Steinkamp, secretary; Nan Beckmann, treasurer; Florence Thein (to June 1988), Shirley Jackson, and Norman Steinkamp, trustees; Irma Reiter, conductor; and Joann Terbrock, warden.

Name That Tool



Robert Alexander, a UBC member in Castro Valley, Calif., picked up the tool pictured at a garage sale, and he'd like to know what he bought and how it's used.

Is it a bit like the quarter-circle square we described on Page 38 of the June 1986 *Carpenter*? Send any helpful information to: Editor, Carpenter, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Copper for Liberty From Granddad's Farm

Where was the copper mined which was used in the casting on the Statue of Liberty? It has been more than 100 years since France's gift to the American people was installed in New York harbor, but researchers had been unable to trace the source of the copper used for the skin of the statue.

Before he died earlier this year, Baard Lande, a retired member of Local 20, Staten Island, N.Y., had an answer to that question. The story is related by *The Carpenter*, the official newspaper of the New York District Council.

In 1984, on a visit home to his birthplace in Visnes, a village on the isle of Karmoy off the coast of Norway, Mr. Lande was asked by a committee in the village to determine if the copper used in the Statue of Liberty was mined nearby on his grandfather's farm. Apparently, there had been stories told through the years of the copper being used by the French for a "freedom statue."

Seriously ill, Mr. Lande had to leave the investigation to his daughter Kay, who sent a pair of copper tweezers found in the mine in Visnes to Bell Laboratories in Murray Hill, N.J., where analysis showed that the same copper was used in the construction of the Statue of Liberty.

Baard Lande died before he knew for certain about the connection between his birthplace in Visnes, Norway, and the statue that he had gazed on so many times from his home on Staten Island. It is no small footnote that he added to the Liberty Weekend celebrations.

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Members In The News

The Basket Man

Mark Henderson of Jefferson, Ky., started out as a carpenter, a member of Local 1650, Lexington, Ky. And the 36-year-old is still a UBC member, but lately he's been making a living weaving and selling baskets. Henderson is self-taught and, as he told *The (Sterling, Ky.) Advocate*, he stays true to the old-time method of basket making, using no nails or glue to construct his unique white oak baskets. He has developed his basket styles through library research on antique baskets, making his tools whenever possible. He even cuts down a tree "the old-time way," using handmade wooden wedges instead of metal.

The father of five, Henderson started selling his handiwork about two years ago and is now producing dozens of different kinds of baskets—gizzard, egg, gathering, and apple to name a few. And although the end result is a thing of beauty, Henderson does not consider himself an artist.

"This is an old-time farm chore," Henderson told *The Advocate*. "This is a piece of American heritage; what you are buying is a piece of history. Anytime you support someone who is keeping an old craft alive, you are supporting a piece of history."

Immigration Reformer

A few years ago as a representative for the UBC in central Texas, Ray Hernandez solicited developers and others to employ union craftsmen for construction jobs.

Over time, the "yeses started turning to nos" because employers in the construction industry already had an unlimited supply of undocumented workers, Hernandez told the *Corpus Christi (Tex.) Caller*.

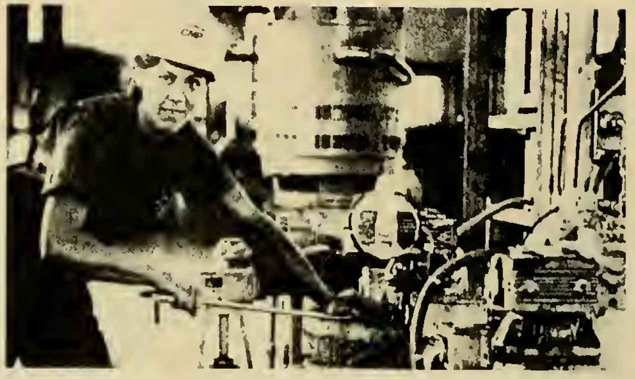
"They were choosing illegal aliens rather than Americans because illegals work for less, are docile, work 15 to 20 hours a day without overtime and don't demand any rights," Hernandez said.

It was then that he decided immigration reform was the solution to the problem. The matter became so important to Hernandez, who is Hispanic, that he left his job managing a medium-size construction firm in Dallas, Tex., and took a pay cut to work for the Federation for American Immigration Reform.

The federation, which seeks to stop illegal immigration and to reform U.S. immigration policies, has 70,000 members nationwide. The issue is "so critical now that 20,000 of those [members] have joined in the last six months," Hernandez said

The heart of any U.S. immigration reform legislation should include employer sanctions that penalize employers for knowingly hiring undocumented workers, Hernandez said, because jobs are what attract illegal immigrants to the United States.

Maine Program Shows Way



Everyone follows a different road to finding the right job. There are newspaper classifieds to read, friends' recommendations to take, and employment services to consult. Barbara Jessen, a recently graduated millwright apprentice from Local 517, Portland, Me., found herself training for her "non-traditional" position as a millwright after participating in a state vocation-exploration program. She then saw an ad for the millwright apprentice exam and was on her way.

Jessen is featured in a Maine Department of Education publication *Traditional and Non-Traditional Occupations*. The publication can help inform students and others about the requirements for and demands of a variety of jobs. It also highlights the advantages of different choices.

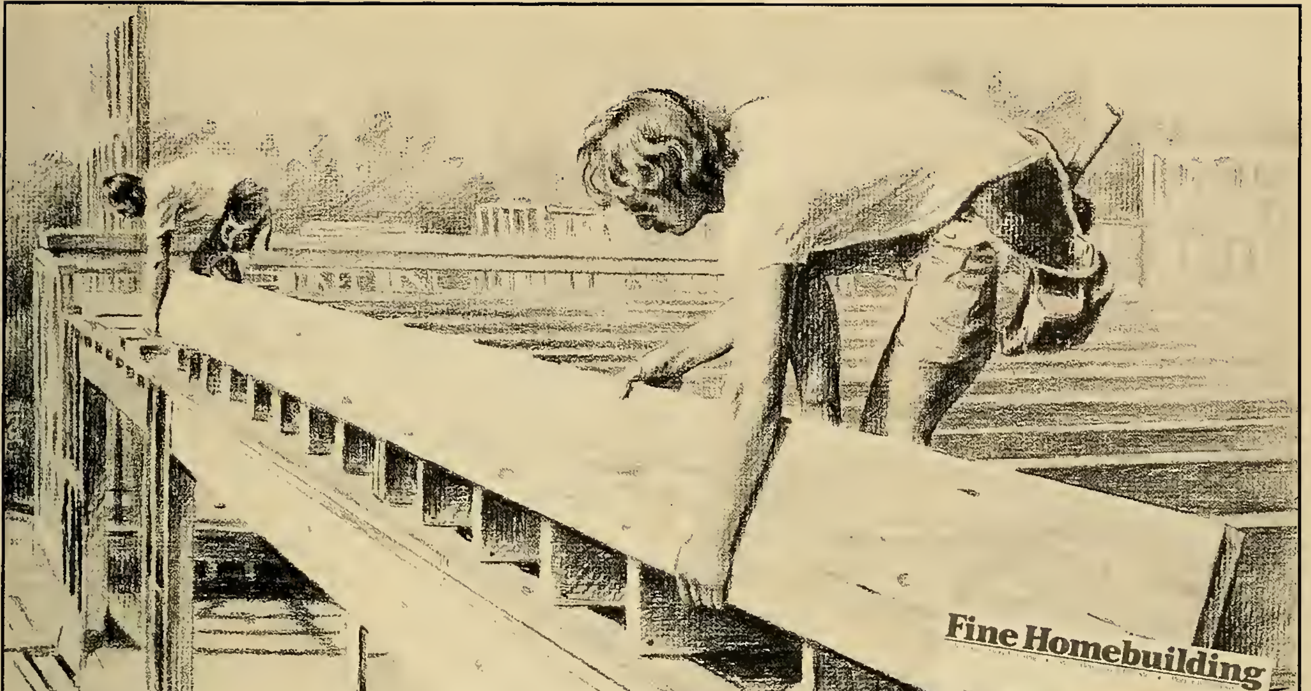
In a discussion of her decision to work as a union millwright, Jessen praises the health/welfare benefits and pension package offered by the union and says that she chose the union "to learn the right way to do things, the most expedient . . . Union craftspersons are more knowledgable."

150 Foster Children

A 35-year UBC member of Local 2028 and his wife were recently honored by Grand Forks, N.D., County Social Services officials for their 31 active years as foster parents to over 150 foster children. Wilmar and Evelyn Wolfgram have always had their hearts and home open to any child, Child Protection Services Supervisor Carol Johnson told the *Grand Forks Herald*. They've taken in children ranging in age from one day to 19 years, white children, black children, and even pregnant teenagers.

The average length of a stay in their house varies as much as the children. But, whether it's a couple of hours or 14 years, the Wolfgram influence remains. They offer patience, guidance, comfort, and security—without judgement. One teenage girl came up to Evelyn at a county fair recently to give her a hug and her thanks. Sometimes foster children return just for a visit and bring their own children along.

Although it hasn't always been easy, Grand Forks' most active foster parents have always provided their charges with a good home for as long as it was needed. Today they've slowed down a bit, but keeping up with all these foster children and their two adopted children sounds like a full-time job.



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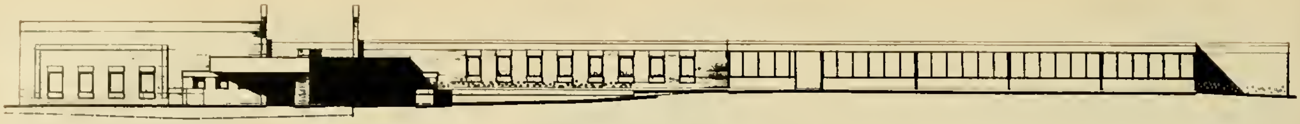

Campbell Centre Dedicated In Toronto

The Toronto, Ont., District Council has been busily building and furbishing new administrative offices and a training center on 2½ acres of ground at 64 Signet Drive in Weston.

On October 1, prior to the 35th General Convention of the Brotherhood in Toronto, the building was dedicated and named for General President Patrick J. Campbell, with UBC general officers and board members in attendance. The international officers and other guests traveled by special bus to the site following a meeting of the General Executive Board in downtown Toronto. After the dedication, there was a tour of the offices and training facilities and a reception.

An architect's drawing of the east elevation of the new Toronto building is shown at top. Below, general officers and general executive board members join local officials at the unveiling of the sign at the front entrance to the facility.

The training area and the administrative offices take up 54,000 square feet. The council has launched a $1½ million office conversion plan. At present, Training Director Charles Brown has a staff of three working with him in training 45 carpentry students in pre-apprenticeship. Millwright apprentices are expected to move into the school soon, and, like the carpentry trainees, use the UBC's Performance Evaluation Training System.

CLIC Support Scores High In Elections

The voter turnout on the U.S. general election day, November 4, was poor, even for an "off year" election. Far less than half the eligible voters showed up at the polls. Only 37.3% took the time to vote. According to *The New York Times*, this was the lowest turnout in the United States since a general election in 1948.

In early September the Maumee Valley District Council of Ohio collected $1,000 through its Carpenters Legislative Improvement Committee and presented a check for that amount to Congressional Candidate Marcy Kaptur, running for office in the Ninth Congressional District of Ohio. General Representative Roger Newman, left, and leaders of the council are shown presenting the check to Kaptur, who was a winner in the November 4 general elections. The national CLIC contributed more than $3,000 to Candidate Kaptur, as well.

Voters among the working population, however, came through with a sizable vote for the Democrats, and the Carpenters Legislative Improvement Committee showed the strength of its endorsements, among Republicans and Democrats alike. This is what happened to friends of labor in the two houses of the Congress:

IN THE SENATE—CLIC endorsed 30 candidates for the U.S. Senate. Twenty-three of them won, and seven lost for a 76.7% score. Twelve of these candidates were incumbents, and all 12 incumbents won. CLIC supported 26 Democratic candidates for the Senate, and 19 won. It supported four Republicans; all four won.

IN THE HOUSE—CLIC endorsed 293 House candidates, and 243 won, for a winning percentage of 82.9%. A total of 219 incumbents were supported, and 218 won, for 99.5%. All 25 House Republicans supported by the UBC's political action arm were elected. A total of 268 Democrats received CLIC endorsements, and 218 won.

The Carpenters Legislative Improvement Committee raised $53,088.78 at tables set up on the mezzanine level of the Royal York Hotel during registration for the 35th General Convention.

All in all, CLIC scored 82.4% in the November elections, an indication of the nation's growing support for labor's legislative objectives.

This month, UBC legislative representatives are meeting with the new Members of Congress to explain our positions on various issues facing workers, the labor movement, and the general public.

PICTORIAL REPORT on the 35th General Convention

No report on a general convention of the United Brotherhood of Carpenters and Joiners of America would be complete without showing the color and excitement surrounding the activity in the convention hall.

The Toronto Convention Centre was brightly lit and bedecked with flowers as the 35th General Convention assembled for five days of deliberations. From special seats at one side of the big auditorium spectators looked down upon one of the largest gatherings of trade unionists in North America.

It was a scene of vast activity—the gathering of craft and industrial representatives from all over the United States and Canada to chart the course of a great international labor union for the coming years.

Bold and progressive measures to meet the challenges of the years ahead were discussed and acted upon, and an array of noted speakers joined in making the 35th General Convention of the UBC one of the truly great conventions in North American labor history.

The pages which follow show, in color, our memorable 35th General Convention.

Registration and Welcome

Delegates and guests to the 35th General Convention began registering on Saturday morning, and all had signed in by mid-morning on Monday. After presenting credentials and registering on the headquarters hotel mezzanine . . .

Help CLIC
Turn the Trick

Opening Ceremonies

*The first session of a United Brotherhood general convention is a memorable occasion of great tradition. In Toronto, the flags of the U.S. and Canada were posted by the Colour Guard of the 48th Highlanders to the sound of bagpipes. Then an orchestra on one side of the hall struck up the national anthems, sung at the rostrum by UBC member Charles Paul (**top left at right**). Welcoming speakers included: Hon. Alvin Curling, Ontario Minister of Housing (**top center at right**); Brian Foote, Labour Relations, Toronto Construction Association (**top right at right**); Peter Scott, deputy chief of police for Toronto (**bottom left at right**); Joe Duffy, secretary-treasurer Ontario Building Trades (**bottom center at right**); and Guy Dumoulin, UBC representative and now special representative to the Building Trades in Canada (**bottom right at right**). At far right, Toronto District Council Officers Frank Rimes and Matt Whelan present the gavel to President Campbell and Secretary Rogers presents a reproduction of the 35th Convention badge to the host officers.*

WELCOME DELEGATES
1881 35th GENERAL CONVENTION 1986
BROTHERHOOD of CARPENTERS and JOINERS of AMERICA
FIRST DISTRICT SUPPORTS

CARPENTERS' DISTRICT COUNCIL
OF TORONTO & VICINITY
WELCOMES DELEGATES TO THE
35TH GENERAL CONVENTION OF THE
UNITED BROTHERHOOD OF
CARPENTERS & JOINERS OF AMERICA

. . . delegates were asked to make membership contributions to the Carpenters Legislative Improvement Committee. Then, in the next room, the Ontario hosts and other Canadian groups presented convention mementos to the delighted convention participants, with a zipper bag to hold it all. There was also a tour desk to serve spouses and guests.

and a Busy First Day

of CARPENTERS and JOINERS
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CARPENTERS and JOINERS
AMERICA

Campbell praises Brotherhood solidarity and strength

PATRICK J. CAMPBELL
General President

The General President's opening remarks to the 35th General Convention—his keynote address—set the pace for busy and productive sessions in Toronto.

"We have a long history of 105 years," he reminded delegates. "This is our first convention in Canada. It may have taken us 105 years to get here, but, as I said the other day at a building dedication, we are one. We are all members of the United Brotherhood of Carpenters and Joiners of America. . .

"We may hear people talk about Canadian automony, and we may hear people talk about separation. The only thing I can say, as we gather together here this morning to start our deliberations, is that the further we are divided, the easier it will be to get the hell kicked out of us. . .

"Please take the message back to our members. Instill in our people the knowledge that there are no islands in our Brotherhood. The Brotherhood is one solid mass of concrete that's not going to be shattered.

"We are in tough times. Some of the things you are reading from the U.S. Congress and the U.S. Senate that tell us about possible amendments or repeal of the Davis-Bacon Law get me to the point where I wish they'd throw it out the window. They've used it as a bogeyman like they did with situs picketing. Everytime we move, the threat comes down, and they talk to us about our union conditions. . .

"When somebody comes along and says to you, "Your wages are too high. You've got to cut your wages. You've got to compete. I think they're on the wrong end of the hammer.

"If they want us to compete, give us something to compete against, not countries where a pittance is paid to the worker, and their manufactured articles are sent throughout the world . . . and the people who made them can't afford to buy them. . ."

The general president turned to a review of actions by the UBC during the past five years:

"We've had an unusually busy five years. We've had problems with a couple of major corporations—the Louisiana Pacific situation, for example. This is going into its fourth year, but L-P and Mr. Merlo (its president) knows that we are around.

"I think the greatest inspiration I've had since becoming general president comes when I ask for help, and you people come through like gangbusters. Your support of our L-P campaign will never be forgotten.

"And that support has been recognized by forest products management throughout the country. I'm sure if you have been reading your *Carpenter* magazine and staying abreast of some of the negotiations, then you realize that we expected bigger and costlier strikes in the forest products industry. When we set up, through the Brotherhood, the International Forest Products Conference Board, we didn't have too many strikes. Management sat down and negotiated agreements in all of the major lumber companies and forest products firms. . .

"We've spent a lot of money on a few strikes. We've let them know that if they want to go to the mat, we're ready to go. . ."

The general president also described the ongoing controversy with the American Express Co. and the Brotherhood's determination that UBC pension funds go to union construction jobs.

Campbell discussed the problems of the Building Trades with the Toyota Motor Co.

"We look at what is being done in Kentucky, and we see newspaper stories about politicians saying that the Building Tradesmen are wrong, and when we see that some people in the state can sit down and make a deal to let a foreign corporation come in, then we wonder. The state puts in about $70 million worth of road work and utilities for them; they come in and tear down all the working conditions in the area, ask the United States government to give them $100 million, and then they go to the local schoolboards and arrange for them to bring over half of their personnel from Japan with their families, and that community is going to have the school board teach them and feed them and house them, and yet American and Canadian manufacturers cannot sell a car in Japan . . . you know . . . who's kidding who?"

Campbell reported to the delegates that the international union has been "priming its goals, rebuilding councils, consolidating some councils, consolidating some local unions, building stronger locals, and arranging for local unions to be properly financed.

"If we're going to do anything to put this Brotherhood back where it belongs—where 30 years ago we were talking about nearly a million members—we've got to do more than watch our union dwindle."

Campbell urged the delegates to get acquainted with their legislators. "The fellow who helps you in the legislative halls to secure and hold on to your traditional unionism needs your support."

Discussing traditional unionism, Campbell commented, "None of our members fall out at 10 o'clock in the morning to do calisthentics with the superintendent. You fall out in the morning to put in seven or eight hours of work and get paid and go home and raise a family with the wages that are earned. . .

The general president called American and Canadian union workers the best in the world. . . "The best of the world's leading democracies . . . and if we are not careful, we are going to lose them."

Campbell had high praise for the Brotherhood's field staff, calling it the best in the labor movement. He told local and council leaders that they must give the Brotherhood's field staff full support when they come into the area to assist in administrative and organizing work.

He promised that the Brotherhood would "invest its money in its people" and that the membership would get benefits for it.

Industrial management called shortsighted and greedy

ROBERT GEORGINE
President, Building and Construction Trades

"We are back at a time when the rich are getting richer and the poor are getting poorer, and that vast middle class that the unions have created over the years is in jeopardy," Building and Construction Trades Department President Robert Georgine told delegates at the 35th General Convention.

"These are times when, more than ever before, our country needs a strong, united labor movement.

"The industrial base of the United States has been weakened in the past 20 years. We've had the misfortune of having shortsighted and greedy industrial management since the end of World War II," Georgine warned. He explained that, because management chose not to develop our own natural resources and protect our technological superiority this country now faces what he views as one of its most serious threats.

The former president of the Lathers went on to discuss how "the government of Japan and its industrialists have singlemindedly set out to dominate world industry and manufacturing . . . Japanese auto firms are coming to this country . . . to impose upon the American construction worker their work culture. Forget our traditional work standards, forget collective bargaining, and, above all, forget organized labor."

Georgine continued, using the Toyota Motor Co. situation in Georgetown, Ky., as an example. The incentives, demands, and concessions they imposed upon the state of Kentucky are not available to American companies—and will cost American workers in taxes as well as in jobs.

"So you may ask why, why all of this fuss over one job in a very small rural area in Kentucky? Because it strikes at our very foundation . . . at the fundamental principles on which we were created. They want to use union against union, worker against worker.

" . . . I think the labor movement will survive. I believe that we have a brilliant future ahead of us, but it's going to take sacrifices. . . . We've got to show the contractors and these big businessmen and the Japanese opportunists that if you want our skills, you must take them on our terms or you don't take them.

"We're not asking for a whole lot. We're just asking for a fair shake.

"If there's going to be anything here tomorrow, we've got to do the job today. It requires sacrifice. It requires a great deal of work, and it requires leadership."

Colorful delegations on the floor of the 35th Convention

Many delegations to the Toronto convention donned special jackets for quick recognition on the convention floor. Three of them are shown below, from the top: the Second District and its green jackets; the Sixth District and yellow windbreakers; the Fourth District in Confederate gray.

'Carpenters determine to do something carefully and well'

JOHN PERKINS

Director, AFL-CIO COPE

"The tradition of our union underscores the tradition of our craft," said John Perkins, director of the AFL-CIO Committee on Political Education and a card-carrying member of the UBC since 1952. "When carpenters determined to do something, they determined to do it carefully and well . . . When our Brotherhood decided that the political activities of the labor movement were important to get into, we got into it with a full commitment to do it right.

"And today I say with great pride, no union is more ready with its support for our political programs than this union; and for that and to all of you, my deep gratitude.

"Now there are some who say that we ought not be in politics; labor should be involved only in collective bargaining and servicing and organizing; but in politics, as in life, the biggest risk you take is to stand by and do nothing in the hope that other people will take care of you, that they will be wise enough, choose the candidates, shape the issues that will be best for working men and women."

Perkins spoke on the great importance of the upcoming election, reminding members that the labor movement is only as strong and effective politically as the support and effort of the members make it.

" . . . the special mission that our union movement fulfills at the workplace is paralleled by a unique responsibility at the polling place and in the legislative halls of our country. We are the shop stewards for millions of building-class working Americans and for the just plain people of our land who do not carry a card and for all of those with an honest need and an honest grievance. . . . we can elect candidates committed to progress, prosperity, and justice."

Skilled labor must be sold to industry as a commodity

NOEL BORCK

National Erectors Association

Noel C. Borck, executive vice president of the National Erectors Association and new director of the National Maintenance Agreements Policy Committee, wished Brotherhood members "success in resolving the many tough issues that are confronting your international union in our industry today."

Borck, as part of the maintenance industry, explained the National Maintenance Agreements Policy Committee—"a program designed by labor and management together to capture and hold work for building tradesmen. It is to sell skilled labor as a commodity."

Borck praised the participation of the UBC, saying "You should know that your international union is considered one of the most important members of the NMAPC team . . . Even in 1986, when we have seen a slight reduction in man hours worked by all crafts in the first six months of the year of our program compared to 1985, the carpenter-millwright hours have continued to rise. In 1985, carpenter-millwright hours totaled close to 7 million under the NMAPC program."

The executive vice president spoke of American industry's declining share of world trade, "a shrinking market with more and more contractors chasing less and less work."

"But we do have an opportunity not only to maintain our share of the market, but increase it.

"Contractors must share with labor their concerns, their problems, and make use of your ideas to tackle the problems that we face. Too often the contractor does not make use of one of his most valuable resources, the brains of the trained craftsmen that are working for him."

'This Brotherhood is a flagship. . .'

DR. DAN MINTZ, *Diabetes Research Institute Foundation*

Dr. Dan Mintz, on behalf of the Diabetes Research Institute Foundation, spoke of the progress made in helping diabetes sufferers and the progress needed.

"What we need now . . . is to be able to assemble a world-class group of scientists, identify them with parts of the puzzle, and get them moving to solve these problems.

"Paddy and members of this Brotherhood, this gift today [see Page 6], this donation today is a beginning. It is a beginning to help us reach for the highest ideals that I know in mankind. We want to cure diabetes. We want to remove this disease from mankind.

"Your union, this Brotherhood, is the flagship of what is the beginning of a noble effort to see the end of this disease, I hope in our lifetimes."

Deaths due to occupational illnesses called 'appalling'

Most urgent goal: correct distortions of foreign trade

PIERRE CADIEUX

Canadian Minister of Labour

The Honorable Pierre Cadieux, Minister of Labour of Canada, began by extending a welcome and best wishes to UBC delegates from Canada's Prime Minister Brian Mulroney.

Cadieux discussed the bonds of cooperation and friendship between Canada and the U.S. "It is no surprise, then, that we find this same spirit of cooperation in the North American labor movement."

Cadieux discussed labor law in Canada, explaining that "Canada Labour Code establishes basic standards which address such factors as wages, holidays and leave, dismissals, workplace safety, the right to refuse work under hazardous conditions, the regulation of labor-management relations, and many others."

The Minister of Labor also spoke of the cooperation between labor, management, and government in Canada, singling out safety as a number one issue.

"Here in Canada, during the past decade alone, more than 10,000 Canadians have been killed on the job, not including deaths due to occupational illness . . . The toll is appalling, and collectively we've got to do something about it.

"The federal government, in concert with labor and management, is taking a direct role in promoting and enforcing occupational safety and health requirements in workplaces that fall under federal jurisdiction . . . In consultation with more than 40 labor groups and employees' associations, the government recently updated and strengthened these provisions, intended to ensure that employees in these workplaces are adequately protected while at work."

THOMAS DONAHUE

AFL-CIO Secretary-Treasurer

Thomas Donahue, the AFL-CIO secretary-treasurer, greeted delegates by expressing confidence that the "achievements of the second century of the United Brotherhood of Carpenters and Joiners are going to be just as great as those of the first."

He reviewed the successes of organized labor in the legislative realm during the last five years, citing the battles that were won against a federal income tax on our fringe benefits, an amendment to the Hobbs Act, and the attempts to repeal the prevailing Davis-Bacon law.

"Working together we have won a couple of very important rounds and more [are] within our reach, but the assault on our wages and our working conditions is not going to end . . ." he continued.

Donahue went on to say that "the most urgent goal that we have is to correct the distortions of foreign trade that are causing the wholesale destruction of America's manufacturing base, and causing the export of two million jobs a year.

Stressing the importance of remaining a cohesive and united force in the nation, Donahue said, ". . . our second task is to get on with the program of strengthening the labor movement at every level, and at the Federation we have been trying to do that.

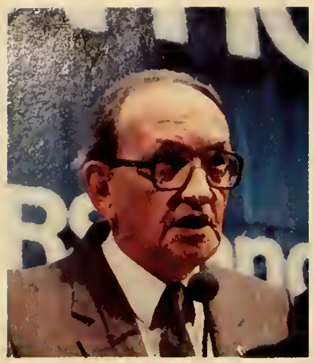
"The end is to revitalize the labor movement, to renew it as a force, not only in the lives of our people, but as the civilizing and humanizing institution in our nations. And we can't do that with disconnected, dissatisfied members. We can do it with members who are full participants."

We Must Protect Multi-Employer Pension Plans

KEN CAMISA, *The Martin Segal Co., Actuaries to the UBC*

Ken Camisa, a representative of the Martin Segal Co., addressed delegates on the importance of protecting multi-employer benefit plans. "The problem that many of us face in the multi-plan field is that government agencies, the ones that regulate the plans, hardly know what multi-employer plans like the ones that you established really are . . . applying rules designed for single-employer plans becomes disastrous."

Camisa urged the National Coordinating Committee for Multi-Employer Plans in the U.S. and its Canadian counterpart, the Canadian Coordinating Committee for Jointly Trusteed Multi-Employer Pension and Benefit Plans, to continue work in the legislative arena.



Brotherhood in forefront of union activity in Canada

FRANK CHAFE

Canada Employment and Immigration Service

Frank Chafe, commissioner of the Canada Employment and Immigration Service, praised the UBC for its long and illustrious history in Canada in his address to convention delegates.

"For more than a century, the Brotherhood of Carpenters and Joiners of America has dedicated its time and energies to the economic and social interests of North American workers. Its presence in Canada over the years and its history here is worthy of note because the Brotherhood has been in the forefront of union activity in Canada in the building and nurturing of the trade union movement as a whole in this country as well as in the United States.

"In growing with Canada," the commissioner continued, "your Brotherhood has helped to make this nation a better place for workers and their families to live in, and for that, you deserve the thanks of your Canadian members and the rest of your trade unionists who traveled the road alongside of you.

" . . . the history of the trade union in both our countries deserves to be told over and over again for the benefit of our younger brothers and sisters, not only to remind them of our heritage, which is a wonderful one and which they have an obligation to carry out, but to teach them the true value of the movement to society as a whole and to remind them that history repeats itself."

Chafe, who administers workers' programs such as job development, skill training, and unemployment insurance, urged delegates "to step up education programs at the local level so that your rank and file members get to know more about the government programs that are there for their benefit, so that they make the best use of them and learn how to best defend against the erosion that can set in, if those who would like to see them weakened get their way."

We build homes people must be able to purchase!

FRANK DROZAK

President, AFL-CIO Maritime Trades

"We have in this labor movement, through the AFL-CIO with its leadership, through your organization and its leadership, worked hard and long over many years . . . for justice, decent benefits, and an opportunity for a future and an opportunity for our children," Frank Drozak, president of the AFL-CIO Maritime Trades Department, told convention delegates.

Remembering the days when carpenters and seafarers paid with five to 10 years of slave labor for the cost of their transportation to the New World, the Seafarers president emphasized how much progress we have made in overcoming those days of struggle.

Drozak reminded members that much of the legislation enacted since those days was designed to protect and defend the rights of the working class.

"Yet after 50 years of these struggles and as many good pieces of legislation passed by this labor movement, affecting all Americans, people have forgotten about the eight-hour day, the struggle it was for those, the workmen's compensation, the situs picketing, all of these pieces of legislation that became law."

He exhorted UBC delegates to remember that "history does have a way of repeating itself, and it's repeating itself in a different form as we face the 20th century. We must understand if a carpenter is going to be able to build homes, people must be able to purchase homes."

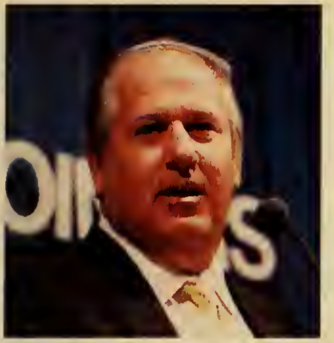
In closing, he urged members "to support our friends and try to defeat our enemies" to help turn around the Senate and create jobs, decent living conditions, and opportunities throughout the country. It is most important to work for the things we believe in, because, "politicians come and go, but this American labor movement and this carpenters union and the seafarers union I represent will always be here."

In Recognition of Dedicated Service

ROSE WHITE, *Retired Business Representative, Local 2565*

A veteran delegate to UBC conventions, Rose White amused attendants with stories from her 37 years as a business representative with Local 2565, San Francisco, Calif., and accepted a commemorative plaque presented by President Campbell, as delegates demonstrated their support with loud applause.

" 'To Rose M. White, upon retirement and in recognition of her many years of meritorious and dedicated service with the ideas and objectives of the United Brotherhood and untiring efforts,' " President Campbell read from the plaque. "On behalf of the whole trade union movement, and God bless you."



Basically, the AMC goes out and sells your labor

MITCHELL DeCUIR

President, Associated Maintenance Contractors

President of the Associated Maintenance Contractors Mitchell A. DeCuir took the podium to explain the AMC to delegates. The AMC is made up of approximately 40 of the largest engineering and construction companies in the U.S. and Canada, DeCuir told delegates, and deals exclusively with union labor.

"Under the General Presidents Maintenance Agreement, we deal with 13 of the international organizations that make up this committee . . . we have increased membership that we employ through carpenters under this agreement in these last two years due to [leadership] within your organization.

"Basically, the way the AMC works . . . we go out and sell your labor. We have salesmen that represent all of these contractors that go out throughout the country, throughout Canada, selling your expertise and others. And that is the best in this world. . . .

"In the first quarter of 1986, we did 8,653,159 hours under the GPA, and that totals up to almost 40 million man hours within one year under this agreement . . . at the present time we have 425 GPA agreements working throughout the United States and Canada."

DeCuir told delegates that there are currently no big jobs coming up. "It's just small jobs, and we need to get ourselves in a position to address these things on a timely basis . . . maintenance is going to be the name of the game. . . ."

Brotherhood was wise to develop a host of crafts

JOHN DUNLOP

Former U.S. Secretary of Labor

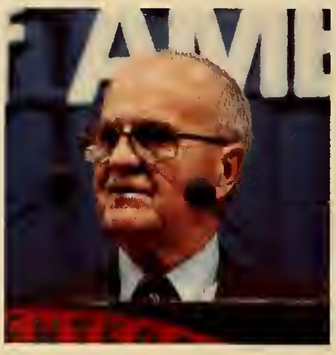
Harvard Professor John Dunlop, former U.S. Secretary of Labor, made note of the Carpenters role in the labor movement, saying no organization in the AFL-CIO has had a member on the Federation's Executive Council as many years as the UBC.

Dunlop discussed the Carpenters historic choice of seeking to organize, train, and develop a host of crafts within the organization rather than strictly carpenters. "I think it's fair to say that, while a certain degree of commonality and skill is desirable, this organization is what it is today because it opted to follow the market."

"And I think that in this great time of adversity, in this time in which we have both in Canada and in the United States substantial unemployment, in this time when our industrial base is being disastrously eroded by misplaced macro-economical policies . . . our great organization of labor and the construction industry have little opportunity, little alternative in survival but to follow the market.

" . . . I do believe that for construction trades particularly, the development and maintenance of some kind of forum in which you can exchange ideas . . . with contractors and with owners in my view is indispensible to your growth and survival.

"I think our times are very much changed and today it is no less important for unions in construction to maintain and have a feel for and deal with owners than it is to deal with contractors alone."



Every month, buyers go overseas for cheap goods to sell here

JOHN MARA

AFL-CIO Union Label and Service Trades

"I'm here to talk about the union label, to emphasize again and again the need to demand the union label," John E. Mara, secretary-treasurer of the AFL-CIO Union Label and Service Trades Department, told convention attendants. "You are supporters of the label by tradition, by your history, and by the competition you get every day from imports."

Mara spoke about what U.S. workers are competing against, using as an example 12 and 13-year-old girls in garment factories in Thailand that work all hours, "sometimes all night long to get the work out. Many of them didn't go home. They even slept at their machines, or slept back to back on the floor . . . But their main product is cheap, and every month buyers come from Great Britain, from the U.S., from Canada, to buy these goods cheap and sell them here."

Mara decried the current free trade system, saying "The Department of Labor has informed us that from 1979 to 1984, 11½ million jobs have been lost in this free trade world in which we live.

"Public awareness of the American import has increased 35%," Mara said, returning to his message of "Look for the union labels."

"People are looking for labels, and we believe that union members want to buy union products." Mara told delegates about the new AFL-CIO "Union Label Catalogue" offering union members a discount on union-made products."

Progress in heavy and highway described

TERRY BUMPERS
Director, National Joint Heavy and Highway Construction Committee

Terry Bumpers addressed the convention in his position as director of the National Joint Heavy and Highway Construction Committee, an organization created in 1954 "to coordinate the activities on heavy and highway construction work to the end that such work might be thoroughly organized."

Bumpers spoke about the lack of enforcement of the David-Bacon Act and other laws meant to protect workers, and the problem of contractors changing to nonunion or double-breasted operations.

He spoke about using pension-plan owned stock as leverage, commending the UBC for creating "an awareness that we have a whole new organizing tool in the form of economic power.

"This shows that the United Brotherhood of Carpenters is one union that is reacting to adversity.

"The Heavy and Highway Committee is responding to adversity by creating the construction industry information network. Other unions are responding by creating labor management organizations to assist in the enforcement of the Davis-Bacon Act and other labor laws.

"So far in 1986, we have gotten almost $900 million worth of work, and we expect to go over $1 billion."

THE CANADIAN JOBS STRATEGY
...working opportunities for people
LA PLANIFICATION DE L'EMPLOI
...pour réaliser notre plein potentiel

One of the exhibitors at the 35th General Convention was the Canadian Employment and Immigration Service. Commissioner Frank Chafe, seated at center, worked with 2 staff members in answering visitors' questions about "The Canadian Jobs Strategy."

New Democratic Party leader speaks to delegates

IAIN ANGUS
Member of the Canadian Parliament

"The labor movement, and this union in particular, has long been at the leading edge of the fight for social justice and fair play, and my collegues and I welcome the opportunity to join with you in continuing this fight," said Iain Angus, a member of Parliament and chairperson of the Federal Caucus of the New Democratic Party of Canada, addressing convention delegates on the fourth day.

"We welcome this opportunity, of course, because the labor movement and the New Democratic Party share common goals. We are dedicated to improving the lot of working men and women, private sector and public sector, the organized and unorganized. Whether it's at the workplace or on the picket line or in the House of Commons, trade union men and women and the New Democratics are working together for a more just and more compassionate nation."

Angus spoke of Canadians responding as never before to the message of fairness and reform that both the labor movement and the New Democratic Party have made a focus.

Safety partners beforehand, not critics afterward

LEN SYLVESTER
General Manager, Construction Safety Association of Ontario

Len Sylvester, general manager of the Construction Safety Association of Ontario, spoke to delegates about his organization and the need for "a commitment to support occupational health and safety training among your members."

"Without the well-being of the people we serve, we would have no industry."

Sylvester explained that his organization, with a staff of 113 people and a budget of $9 million, services Ontario's constuction industry, labor and management.

"We provide advisory help to the contractors in the province. We provide training programs. In fact, we trained some 40,000 work people last year in this province, 40% of them in union halls . . . We have a very comprehensive research program."

He focused on the association's labor-management enterprise that brings together senior representatives of labor and management to address occupational health and safety issues.

"These labor-management committees have an opportunity to have a dialogue on [occupational safety and health] regulations . . . from 1969 to 1985, we have had as high as 75% of the recommendations . . . adopted by our Ministry of Labour, and incorporated into legislation . . . We are becoming partners beforehand rather than critics afterward."

Fraternal Delegates

'A self-employed, mobile labor force is easy to hire, easy to fire'

JAMES HARDMAN

Allied Trades and Technicians of Great Britain

"It seems not only do we have a common language, collegues, we have a common problem," James Hardman, assistant general secretary of the Union of Construction, Allied Trades and Technicians of Great Britain, said in his convention address. "We, too, have been subjected to a government which has attacked trade unionism. . . .

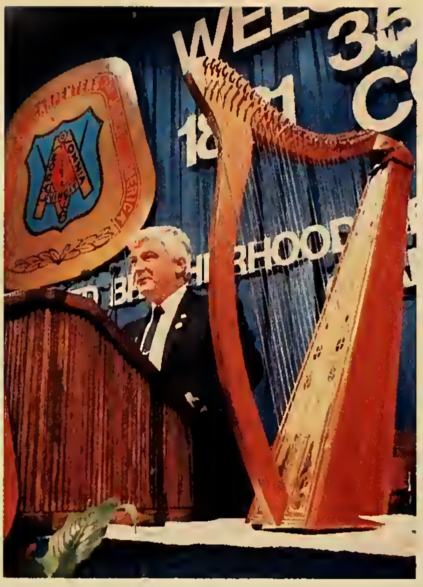
"Our right, as a last resort, to withdraw our labor and peacefully persuade others to join us has been severely restricted. And our right to expressed solidarity with brothers and sisters of kindred trades in dispute has been redefined as secondary action for which trade unionists can be arrested and their unions fined by the law courts . . . Our aim is for the total repeal of the conservatives' industrial relations legislation."

Hardman called "this building industry of ours . . . vital to the social and domestic stability of our very way of life" in providing schools to learn in, hospitals to be cured in, plants to work in, homes to live in. He spoke of unemployment as a problem, saying "as contractors compete with each other for less and less work, they are increasingly turning to self-employment as a means of keeping profit margins high.

"In short, the self-employed provide an unorganized, flexible and mobile labor force—easy to hire and easy to fire. But few self-employed operatives could choose their hours of work or when to take holidays; and for return for higher payments, they have sacrificed their right to negotiate employment rights, their right to decent health and safety protection and, where national insurance dodges are involved, the right to many state benefits . . . as irresponsible self-employment increases, so does the toll of accidents in our industry.

"All the quantitive improvements so far achieved because of the very existence of the trade union movement are essential. But . . . surely, we are still only on the mere threshold of achievement."

Hardman presents a picture of a flood barrier built across the Thames River by members of his union.



Lamon and an Irish harp presented to President Campbell and the Brotherhood.

Workers of the world must defend their right to work union

GEORGE LAMON

National Union of Woodworkers and Woodcutting Machinists of Ireland

"It is not a peculiarity of language that we use the term 'brother' in our trade union movement," George Lamon, general secretary of the National Union of Woodworkers and Woodcutting Machinists, told convention delegates. "In a very real sense trade unionists are brothers, however much they may be divided by national boundaries . . .

"Our struggle today has not changed, either here on this side of the Atlantic or in Ireland. Unemployment, the scourge of our fellow workers, is back with us, only the date has changed. This ongoing problem must be tackled at all levels of government and amongst ourselves, by pressing for the much needed development of better working accommodations, housing, rebuilding of the inner cities, environmental works and infrastructure with roads and bridges.

"It is the right of the workers of our world to work, and we as trade unionists must commit ourselves to defend that right to work. Let us not go soft in our approach with 'I am all right, I am working," for as long as one of our brothers is without work this movement of ours has a challenge . . . Let us leave this Convention with a set purpose in mind to help our less fortunate brothers by whatever means possible to us to lessen the burden placed on them by unemployment and the social ills which are associated with it."

Lamon presented a small harp as a gift to the host Ninth District. Board Member John Carruthers accepts.

OFFICERS,
Past and Present

Convention delegates were addressed by various Brotherhood officers past and present during the week. Pictured, top row, from left, are First General Vice President Sigurd Lucassen, Second General Vice President John Pruitt, General Secretary John Rogers, and General Treasurer Wayne Pierce. Bottom row, from left, are General President Emeritus William Sidell, General President Emeritus William Konyha, General Treasurer Emeritus Charles Nichols, and Retired Second General Vice President Anthony Ochocki.

WELCOME DELEGATES
1881 35th GENERAL CONVENTION 1986

Two Members Received Special Recognition at the Convention

CARPENTERS and

Representative Lou Heath of Arizona, far left, was called to the podium by Vice President Lucassen for a special presentation. Heath recently underwent serious surgery and was not expected to be able to attend the convention, but surprised everyone at the last minute. At the podium, the veteran UBC employee was given a get-well card, signed by UBC representatives, advance committee members, and others. He is enjoying a speedy recovery.

Pictured at right is George Sladojevic of Sacramento, Calif., who was awarded a certificate of recognition for his selfless efforts in saving the life of a drowning woman. His quick and alert action earned him the admiration and commendation of local Fire Fighters and the UBC.

Election

There was a contest for one board position at the 35th General Convention. Gene Shoehigh of Omaha, Neb., incumbent general executive board member from the Fifth District, was opposed by Ted Sanford of Denver, president of the Colorado Centennial District Council.

When a contest for office arises, the election provisions of the Constitution and Laws come into play. The election committee, named at the start of the convention and consisting of delegates from many parts of the U.S. and Canada, met with General Secretary John Rogers and official procedures were explained.

On Thursday morning, October 9, the polls opened at 7:30 a.m. and stayed open until 2:30 p.m., when the ballots were counted. The result was declared that afternoon, with Gene Shoehigh elected to the Board.

Convention Candids

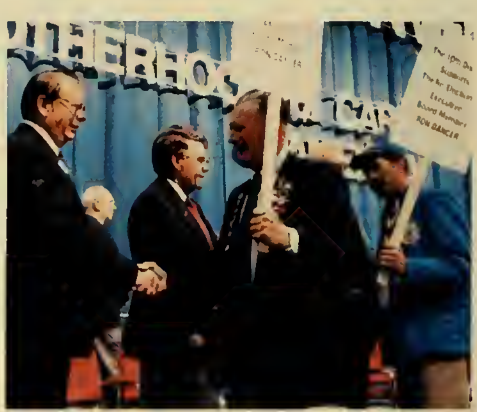
Bob Argentine of Pittsburgh, Pa., at upper right, was one of many delegates snapping camera shutters during the convention. Retired Third District Board Member Gene Shuey is in the top row, center.

CARPENTERS and JO
ERICA
NTION 1988

FIFTH DIST
CAMPBELL · LUCA
DEAN SOOTER
BOARD MEMBER

Demonstrations of

The nomination of General Officers and Board Members was held on the third day of the convention in conformity with the provisions of the Constitution and Laws. It was a colorful occasion as demonstrations of support for the candidates were marked by music, noisemakers, placards, and marches down the aisles and across the convention platform. The youngster on the opposite page is the general president's grandson.



ELEC
GEORGE WALISH
GENERAL EXECUTIVE BOARD MEMBER
2nd DISTRICT

OD of CARPENTERS and J
OF AMERICA
VENTION

ENTERS an
GEORGE WALISH
GENERAL EXECUTIVE BOARD MEMBER
2nd DISTRICT

SHOEHIG
FTH
APBELL
-HANAHAN
The 6th District Supports The Re-Election of Executive Board Member BUD BRYANT

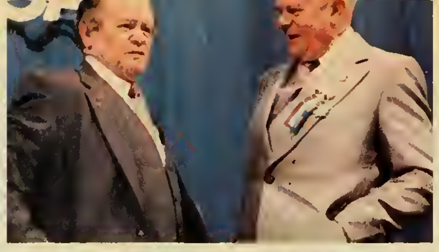
upport for Nominees

FIFTH DIS
SHOEHIGH · CAMPBELL · L
UA-WA
The 9th District Supports The Re-Election of Executive Board Member JOHN CARRUTHERS
The 9th District Supports The Election of General President CAMPBELL and the Incumbent General Executive Board

JOINER
The 4th District Supports The Election of General President CAMPBELL and the Incumbent General Executive Board
The 4th District Supports The Election of Executive Board Member E. JIMMY JONES

CONVENTION
RHOOD of CARPENTERS and JOINERS
of AMERICA

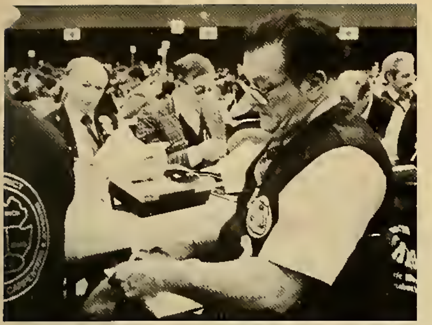
WELCOME DELEGAT
35th GENERAL
1881 CONVENTION



Busy Convention

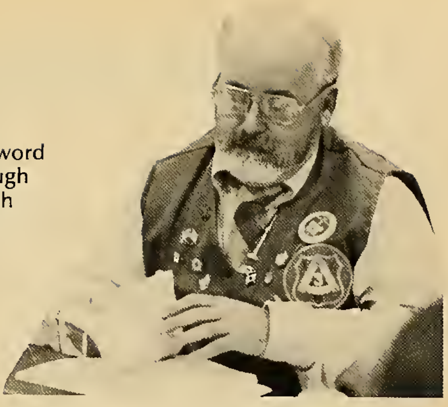
For five days a general convention of the United Brotherhood is a beehive of activity—committee meetings, caucuses, floor discussions, speeches, and reports. In between the busy times are brief periods of sitting at delegation tables and listening to the words streaming from microphones and loudspeakers around the vast convention hall.

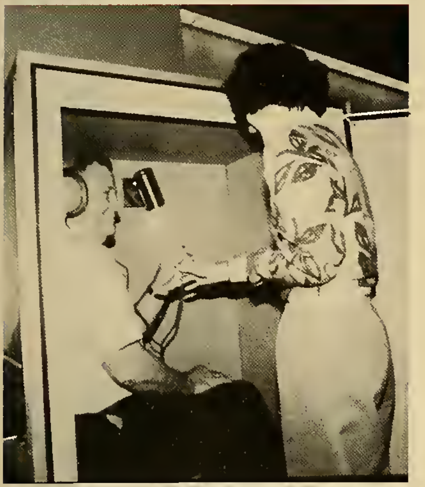
The headbands worn by many delegates signified that the wearer contributed $10 or more to the Building Trades campaign in Kentucky to force Toyota to build with union labor. More than $10,000 was collected.



The convention was recorded in many ways

A team of court reporters logged every word of the convention proceedings . . . enough to fill 1,708 pages of printed booklets, which were distributed to delegates on each successive morning. Some delegates, like the one at left, tape recorded the words streaming into the microphones for later playback at local union meetings. Others took pictures.





Marilyn Pike, an audiologist of the Ontario Ministry of Labour, shows a delegate how to record his hearing level with a button device.

By a series of computerized signals and audibles she notes the hearing variations of the delegate.

UBC Safety and Health Department conducts hearing tests, technical assistance at convention

Are there safety and health hazards on your job? Chemicals that you think might be toxic? The UBC Safety and Health Department had, for the first time, a booth at the General Convention in Toronto to answer questions from delegates on job safety and health. The booth provided information and resource materials published by the UBC, OSHA, and the Construction Safety Association of Ontario. The resources most in demand were materials on the hazards of asbestos, including the latest edition of our popular booklet "Asbestos—The Deadly Dust." The new edition includes a summary of the new OSHA asbestos standard that are now going into effect. The Department is also developing a training program for asbestos abatement workers.

The Department arranged for free hearing tests at the convention with the assistance of Marilyn Pike, an audiologist at the Ontario Ministry of Labour, and The Construction Safety Association of Ontario. Over 100 members had their hearing tested during the week. The results are being studied to determine what percentage of our members might have lost their hearing because of noise exposures on the job. We hope to use this information to press for more protection for our construction members against hearing loss (while OSHA has a hearing conservation amendment to protect industrial workers, it does not yet apply in construction). The UBC will soon be publishing a booklet on the hazards of noise in both construction and industrial plants.

Left: Harry Cherney of Local 1719 signs up for the hearing test with UBC Representatives Ron Smoot and Earl Soderman. Convention time permitted 119 to participate in the personal evaluation and statistical study. At far left: The safety and health booth was attended by UBC Safety and Health Director Joe Durst and Representatives Jim Foster, Al Rodriquez, and Ralph Novak.

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PLANE GOSSIP, 101 CONSTITUTION
AVE. NW, WASH., D.C. 20001.
SORRY, BUT NO PAYMENT MADE
AND POETRY NOT ACCEPTED.

DEAD RINGER?

A young boy applied for the job of firebell ringer.

"I can't hire you," the fire marshall said. "You can't reach the rope."

"Watch this," the boy said. He backed up, then took a running jump, hitting the bell with his face.

The fire marshall ran to his side. "Are you all right?"

"Fine. Can I have the job?"

"Well, I don't know."

"Look," the boy said, "I'll do it again." And he did. Twice.

As he struck the bell the second time, a man approached the fire marshall.

"Who's the kid?" he asked.

"I dunno his name, but his face sure rings a bell."

—Boy's Life

HOW HIGH?

Two workers were having a hard time trying to measure a flag pole. After several unsuccessful attempts, one said to the other, "Why don't we lay the pole on the ground and measure it that way?"

"No good," replied the other. "We want to measure the height, not the length."

—The Rubber Neck
URW Local 26

ATTEND YOUR LOCAL MEETINGS

TOO LATE

Luke: Make me a Zombie.
Bartender: God beat me to it.

—Catering Industry Employee

BE UNION! BUY LABEL!

HOPEFUL HINT

The courtship was progressing too slowly to suit the girl. She decided to seize the next opportunity to hint for a proposal.

The next evening her beau took her to a Chinese restaurant.

"How would you like your rice?" he asked.

The girl looked at him steadily and said, very distinctly: "Thrown!"

■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■ ■

THIS MONTH'S LIMERICK

There once was a girl named
  Molly
Everything she did was for folly
She ran in a race
And fell on her face
She never ran again, by golly!

Molly Beach
Daughter of
Local 1369 member
Morgantown, W. Va.

HE'LL LEARN

A young draftee was startled out of a sound sleep by his platoon sergeant after his first night in the army.

"Hey, you!" bellowed the sergeant, "It's 4:30!"

"Four-thirty?" mumbled the rookie. "Man, you'd better get to bed. We got a big day tomorrow."

BE AN ACTIVE MEMBER

CREATIVE WRITING

The editor of a newspaper was questioning a reporter who covered a political rally. "What did the candidate say?" he asked.

"Nothing," said the reporter.

"OK," said the editor, "Keep it down to one column."

—Local 26
United Rubber Workers
Rubber Neck

BOYCOTT L-P PRODUCTS

SPARE THE ROD?

Mother: Do you believe in clubs for teenagers?

Teacher: Only if persuasion fails.

—Catering Industry Employee

LOOK FOR THE UNION LABEL

A LITTLE TOO HELPFUL

A young man wanted to get off the train at the San Lorenzo station, but the conductor said, "We don't make that stop anymore, but I'll tell you what I'll do. I'll hold you over the side, and you get your legs moving, and I'll let you off."

The conductor in the next car saw the man running, so he snatched him up and said, "Boy, are you lucky I saw you. This train doesn't stop here anymore."

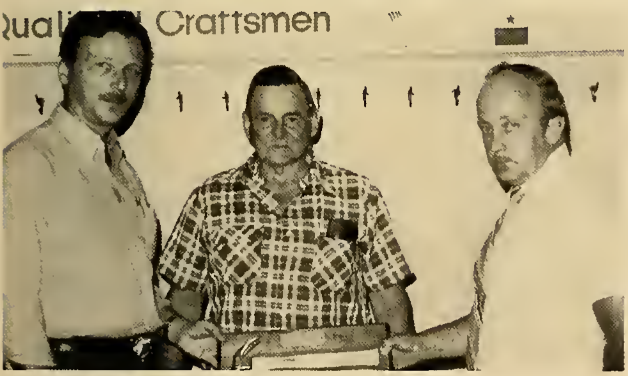
—Donald Clowser
Millwright 102
Oakland, Calif.

Carpet Installers' Presentation

Carpet-installer apprentices of the Chicago District Council have completed a large, colorful circular rug with the United Brotherhood emblem at its center. It was recently presented to the General Officers at the General Offices in Washington, D.C., by District Council President George Vest and Third District Board Member Thomas Hanahan.

Apprentice Presentations

During a recent award ceremony held by Local 532, Elmira, N.Y., several apprentice presentations were made. Jesse Hollenbeck, the local's retiring apprenticeship instructor, was awarded a Golden Hammer plaque for his years of dedication and service. Donna Sayre was recognized for her efforts as the first woman to complete the course of apprenticeship training with the local. And David Collins was honored as the year's outstanding apprentice and also presented with a Golden Hammer plaque.



Pictured, from left, are President Mike Terwilliger and Edward Baker, local business representative, with Jesse Hollenbeck.

Pictured, from left, are David Stewart, recording secretary; President Terwilliger; Donna Sayre; David Collins; and Business Representative Baker.

Southern Conference

Biloxi, Miss., was the setting for the 38th Annual Southern States Apprenticeship Conference held recently. Objectives of the conference were: to stimulate interest in, and promote training of skilled craftsmen through a quality apprenticeship program; to establish and maintain lines of communication between management, labor, educators, and government; to provide recognition of outstanding apprentices from throughout the 13 Southern States area.

Specialized panel discussions were conducted as part of the conference program. Guest speakers included Governor Allain of Mississippi. At the conclusion of the conference, the largest of its kind in the nation, an awards banquet was held honoring outstanding apprentices.

After returning from the conference, the outstanding apprentices from Alabama were invited to the state capitol in Montgomery to be honored by Governor George C. Wallace. Pictured with Governor Wallace (seated), from left, are Robert Nolen, carpenter; Chris Kendrick, millwright; Bill Griffin, business representative; Marty Stover, carpenter; Kenny Powell, carpenter; Allen Pate, commissioner of labor, carpenter; and Calvin Harrison, apprentice training director. All are members of the Jefferson County, Alabama, & Vicinity, Carpenters District Council.

Nassau County JAC Graduation

The Nassau County, N.Y., Carpenters JAC program recently held a graduation ceremony at its training center. Pictured above, seated, from left, are graduates K. Meyer, Local 1291, Huntington, N.Y.; J. Brown, Local 1772, Hicksville, N.Y., second place contest winner; D. Tupper, Local 1772; Eugene Harrigna, secretary-treasurer; Virginia Gausto, executive director, Association of Wall, Ceiling and Carpentry Contractors of L.I. and N.Y.; Maurice Torruella, New York state coordinator; and Scott Puetzer, Local 1093, Glen Cove, N.Y. Standing, from left, are M. McCarthy (and daughter), Local 1292; John Howard, coordinator; R. Herley, Local 1292; K. Humbert, Local 1397, third place contest winner; Paul Ehl, Local 1772; David Kresofsky, Local 1397, North Hempstead, N.Y., first place contest winner; T. Mullaly Jr., Local 1397; D. Bucknor, Local 1093; and Eugene Merkel, business agent, Local 1093.

St. Louis Family Affair

The recent St. Louis, Mo., Carpenters District Council apprenticeship graduation ceremony had a special family flavor to it. Among the over 200 new journeymen who were welcomed into the family of the United Brotherhood were two sons and a nephew of council officials.

Pictured, front row, from left, are Millwright Instructor John Morarin and his son Michael, Council Executive Secretary-Treasurer Emeritus Ollie Langhorst and his nephew Michael, and Retired Business Representative Fred Redell and his son Richard.

Richard Redell was the recipient of two of the council's nine annual awards. He won the millwright contest and the Laurence O'Daniels Millwright Award.

Back row, from left, are Council Assistant Executive Secretary-Treasurer Don Brussel, Executive Secretary-Treasurer Leonard Terbrock, and General Executive Board Member for the Sixth District Dean Sooter.

Pittsburgh Presentations

At a recent awards presentation banquet, Local 2274, Pittsburgh, Pa., awarded journeyman certificates to apprentices who had successfully completed their required program. Pictured above, from left, are John Taylor, James Kirkland, Marcelynn Salata, Marlene Rohm, Dough Barclay, Rudy Z. Cramer, and Frank Kurcsics.

Maine Completion Ceremony

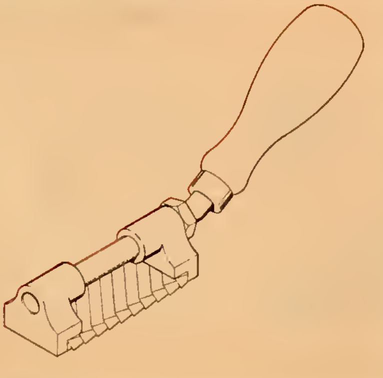
Receiving apprenticeship completion certificates at a recent Local 621, Bangor, Me., award ceremony, from left, were Robert England, Barry Lane, Jeffrey McCue, Royce Sposato, Lawrence Holden, and Merton Pierce.

Ontario Apprentice Contestants

Pictured above are the 10 contestants from the Ontario Apprentice Contest held in the Woodbine Centre Mall in Toronto, Ont. Keith Karn, a member of Local 2486, Sundbury, Ont., took first place in the competition. Amie Legros, Local 1669, Thunder Bay, Ont., was the second place winner, and Leon Van Harren, Local 256, Sarnia, Ont., won third prize. The winners may be competing in the Canadian Contest to be held in Vancouver, B.C., this month.

Know This Tool?

Gene Slater of Local 1622, Hayward, Calif., has this tool setting atop a chest of drawers which he'd like to identify. He believes it's some kind of wood rasp with a changeable cutter. The cutting blades are of steel; the adjustable grips are of brass. Any UBC tool collectors know this tool?



New Journeymen

At a recent banquet, two Local 308, Cedar Rapids, Iowa, journeymen were awarded completion certificates. Pictured above, from left, are Billy Joe Reed and Scott Alyn Musgrove.

New Feet-Inch Calculator Solves Building Problems In Seconds!

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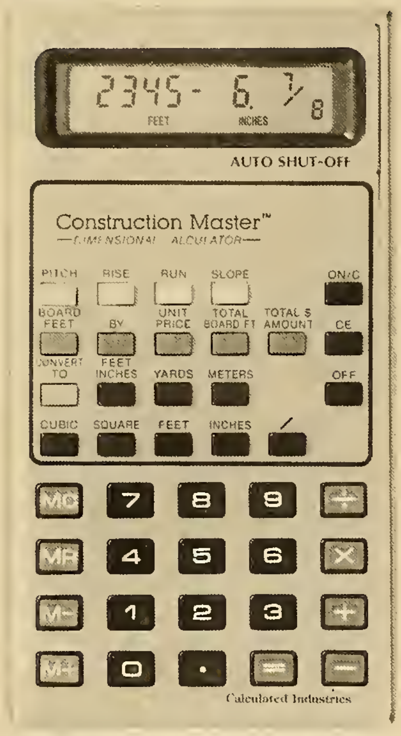

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CONSUMER CLIPBOARD

How the 99th Congress Affected Food Issues

By GOODY L. SOLOMON

In the rushed closing days of the 99th Congress, we heard a lot about money to pay Uncle Sam's bills, immigration reform, and the Superfund to clean up toxic waste dumps.

Less publicized battles were taking place, however, and their outcomes could influence the quality, price, and safety of our food.

For starters, the Food and Drug Administration, whose job includes guarding food safety, will receive an increase of $35 million in its appropriations for fiscal 1987, the year which began October 1, bringing the total to $438.3 million.

This gain, at a time when the ax has been falling on government programs, results in large measure from a lobbying campaign by the National Food Processors Association.

Among NFPA's arguments: that FDA's inadequate resources retard progress since the agency cannot obtain the expertise necessary to judge new packaging and processing techniques.

"It has caused delays and will cause delays in the future," said an NFPA spokesperson.

Recent instances of food tampering also convinced the lawmakers that FDA needed to beef up its effectiveness and clout.

Several federal feeding programs also got a monetary shot in the arm. School breakfast, summer meals, special milk, and WIC (Women, Infants, and Children) will share an extra $46 million for fiscal 1987 and 1988, and $76 million for fiscal 1989.

School breakfast receives the largest amount, $24 million to upgrade nutritional quality. A study by USDA had found that the morning meals served in schools were nutritionally inferior—notably in vitamins A and B6 and in iron—to those obtained elsewhere.

In contrast, economy was a driving force behind the okay Congress gave to a more flexible meat inspection system. No longer must all meat processing plants receive continuous, daily inspection. Instead, the U.S. Department of Agriculture has the power to decide whether a meat processing plant could be trusted to follow the sanitation rules without having an inspector on the premises all the time.

Called the Processed Products Inspection Improvement Act of 1986, the new law permits USDA to rely on the quality control records of certain companies as a partial substitute for the watchful eyes of inspectors.

VA Warns Veterans of Insurance Hoax

The Veterans Administration is once again warning World War II veterans not to be misled by false information regarding the payment of a special life insurance dividend.

VA Administrator Thomas K. Turnage, responding to a reappearance of a hoax that has plagued the agency for almost 40 years, reiterated that the VA "does not pay dividends on lapsed insurance policies."

The hoax, which first surfaced in 1948, is once again making the rounds, resulting in literally thousands of inquiries to the VA from all over the country. It is refueled every few years by the mysterious distribution of "applications" often poorly reproduced, and sometimes directed to a non-existent "Capt. Prosser" at the VA Insurance Center in Philadelphia. The forms claim that dividends are available for the asking and promises World War II veterans a dividend based on their military service, "even if they haven't kept their policies in force."

The bogus application also claims that Congress has passed a law authorizing the dividends. There has been no such action nor is there any pending.

Turnage said that it costs taxpayers a great deal of money to respond to the bogus applications and strains VA's normal insurance processing workloads. He asked the media, veterans organizations, and the general public to help put an end to the hoax.

Annual dividends on current GI insurance policies are paid by the VA to veterans who continue to pay premiums. Dividend payments are made automatically, usually on the anniversary date of the policy, and no application is needed.

USDA says it will be able to allocate resources more efficiently and still protect the public health. Consumer advocates and unions have charged that the law endangers public health by putting the fox in charge of the chicken coop.

One particular bill's failure represents a victory for consumers. This measure would have granted regional monopolies to beer wholesalers, thereby exempting them from federal antitrust laws.

Supporters of the so-called beer bill argued that it would protect small- and medium-sized wholesalers from destructive price-cutting by large distributors.

Opponents included the Justice Department, the Federal Trade Commission, the Food Marketing Institute, a trade group, and consumer advocates.

They believe the bill would jack up beer prices.

A strengthened pesticide law lost out in the final moments of Congress, despite recent events that promised to resolve 15 years of disputes between environmentalists and chemical manufacturers. At issue here was the Federal Insecticide, Fungicide, and Rodenticide Act.

A much-touted compromise between the opposing parties earlier this year led to a bill that would have expedited the retesting of hundreds of chemicals already in use but deemed potentially unsafe on the basis of updated science. But it failed over unresolved disputes in conference.

Finally, the Public Health Service is to study the potential of warning labels to educate the public about the risks of alcohol abuse. PHS is also to draft recommended language for the labels.

Legislation to require warnings on booze labels had bipartisan support but never made it to the Senate floor for a vote.

The Distilled Spirits Council of the U.S. opposes the warning labels. The Center for Science in the Public Interest, an advocacy group, has led the crusade in their favor.

Retirees Notebook

A periodic report on the activities of UBC Retiree Clubs and the comings and goings of individual retirees.

Two New Clubs

Two new retirees clubs have joined the ever-growing ranks of the organization recently. Club No. 63 in Pittsburgh, Pa., was granted a charter with 199 members on the rolls. Their president is Phillip Sweeney, 496 Mansfield Ave., Pittsburgh, Pa. 15205.

Also in the Pittsburgh area is Club No. 64 with 45 charter members. Joseph Jansen, their president, can be contacted at 208 Elfinwild Road, Allison Park, Pa. 15101.

Houston Club Growing

Only seven months since Retirees Club 54, Houston, Tex., held its first meeting, the group already numbers 86. Members meet twice a month to get all the details of organization handled and to recruit members. Now they are on a regular schedule, meeting on the first Wednesday of each month.

Johnny M. Walsh, club president, recently reported on their activities. Other officers are Melvin Bates, vice president; Mrs. Oleta Foley, treasurer; and Louis West, secretary.

This past summer, the club held its first get-together in a local state park. Forty members were on hand to enjoy the outing which was paid for by the 50/50 raffles and drawings held at regular club meetings.

Members of Club 54, like so many others we hear from, remain firmly committed to the goals of unionism. Whenever needed, they are willing to walk picket lines or do what it takes to keep the spirit going.

General Treasurer Emeritus Nichols Reflects On Life

A recent letter from General Treasurer Emeritus Charlie Nichols included some reflections on life after 65. Brother Nichols, who was on hand for the recent 35th General Convention in Toronto, Ont., hit this milestone last June and maintains that it has some distinct advantages in addition to the discounts at shops and restaurants.

"Sixty-five isn't such a bad age. It just sounds ancient unless you're somewhere in the proximity of the figure—on either side. But it's not really a disaster, and I haven't felt much nearer to the bone pile since June 30 when I hit the legal "55" plus 10. It wasn't nearly as bad as age 40 or even 50. It just got here sooner than I expected.

"Being 65 isn't that bad. You'd be surprised how conveniently you can use it as an excuse to cover a multitude of idiosyncrasies that begin to peak at three-score and five.

"You begin to notice a few things, too, especially that drivers seem to be much more polite and generous than they once were. For instance, they stop when they see you come to an intersection and let you proceed. Sometimes they stop 20 feet down the street and let you pull out from the curb. And they're friendly—you can't make out just what they're saying, but you can see them talking to you.

"The advantages of being 65 are endless. I can't wait until I'm 70, while at the same time wishing I were 35 again. That was a good age—if I remember correctly! But at that age I wouldn't be able to go to the mailbox and pick up my pension check.

"Give my best regards to all the members who made it possible to live a happy life at 65."

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To organize a retiree club or to submit news, write: General Secretary John S. Rogers, UBCJA, 101 Constitution Ave., N.W., Washington, D.C. 20001.

Club 54 members are pictured above, left and right, enjoying a picnic lunch, each other's company, and the great outdoors.

Summer Picnic in Omaha

Retirees Club No. 37 in Omaha, Neb., got together during the summer for a picnic where they posed for the above group photo. The club, which is affiliated with Local 400, has 28 retired carpenters and their wives on the membership roles. They hold monthly meetings and enjoy meeting and welcoming new retirees to the club.

Service To The Brotherhood

A gallery of pictures showing some of the senior members of the Brotherhood who recently received pins for years of service in the union.

CHAMPAIGN, ILL.

Local 44 recently celebrated with a service pin presentation and mortgage burning ceremony.

Picture No. 1 shows 25-year members, from left: Vernon S. Franzen, Albert N. Hacker, Kenneth E. Morton, Richard E. Dalton, David M. Grindley, and J. Dan Stirewalt.

Picture No. 2 shows 30-year members, from left: Lewis D. Fox and Ralph Lloyd Williams.

Picture No. 3 shows 35-year members, from left: Gerald W. Vezina and Charles E. Ostendorf.

Picture No. 4 shows 40-year members, from left: Edwin M. Stevens, George Fox, James L. Dunn Jr., and George H. Wittig.

Picture No. 5 shows 45-year members, from left: William A. Bradley and Mrs. Minnie Holmes for Floyd Holmes.

Picture No. 6. shows Life Members: Kenneth R. Ronk, Mrs. Minnie Holmes for Floyd Holmes, John Radmaker, Earl O'Shea, and Elwood B. Albert.

Picture No. 7 shows the mortgage burning ceremony. In foreground, from left: James L. Dunn Jr., financial secretary Local 44; and Gary Wikoff, vice president of Marine American National Bank.

Picture No. 8 shows three generations of Local 44 members, from left: Eugene P. Deem, great grandson; Thomas R. Deem; Timothy C. Deem; and Christopher B. Deem.

Picture No. 9 shows another three-generation family, from left; Kenneth B. Bruce, Nobel Bruce, and Daniel L. Bruce.

Pittsburgh, Pa.

PITTSBURGH, PA.

In conjunction with their 100th anniversary banquet, the members of Local 142 awarded Fred McGloughan a Golden Hammer Award for his 75 years of dedicated membership in the United Brotherhood. Due to poor health Brother McCloughan was unable to attend the banquet so Local 142 President William Shehab and David Hohman, business representative and financial secretary, made the presentation to him at home.

Champaign, Ill.—Picture No. 3

Champaign, Ill.—Picture No. 1

Champaign, Ill.—Picture No. 4

Champaign, Ill.—Picture No. 5

Champaign, Ill.—Picture No. 7

Champaign, Ill.—Picture No. 9

Champaign, Ill.—Picture No. 6

Champaign, Ill.—Picture No. 8

Olean, N.Y.—Picture No. 1

Olean, N.Y.—Picture No. 2

OAKLAND, CALIF.

Ben A. Sahlin recently received his 50-year pin by mail from Local 36 at his residence in Iowa Falls, Iowa. Sahlin is 93 years old.

Sahlin

OLEAN, N.Y.

Local 66 recently held its annual awards banquet. A special tribute was read to the following members in honor of over 50 years of service: Burr Bell, 84, 63 years; Frank Billings, 91, 67 years; Jesse Colegrove, 90, 64 years; Howard Cook, 77, 51 years; Art Crandall, 90, 62 years; Einer Ek, 78, 59 years; Reginald Ellison, 82, 57 years; Harry Holmquist, 82, 63 years; Earl Hurd, 80, 63 years; Homer Ingram, 87, 61 years; Thomas McLaughlin, 82, 61 years; Michael Skudlarek, 80, 51 years; John A. Swanson, 89, 64 years; and Clayton Weakland, 72, 53 years.

Picture No. 1 shows 25-year members, from left: Lyle Milliman, Gardon Lund, and Tom Pintagro.

Picture No. 2 shows 30-year members, from left: Anthony Trippy, Robert Sick, and Walter Hendrickson.

Picture No. 3 shows 35-year members, from left: Ed Padden, Eugene Bailey, and Tom Nolan.

Picture No. 4 shows 40-year members, from left: Ed Soplop, William Kayes, Dan Rucker, and Harry Vesneski.

Picture No. 5 shows 50-year member Gerald Raub, right, receiving a pin from Business Manager and Financial Secretary Elliott Ellis.

Receiving pins but not pictured were **25-year member** Charles Tinker; **30-year members** Robert Bennett, Elliott Ellis Sr., Gilbert Freeman, Lee Harris, Willis Hosmer, Richard Lewis, Norman Merrill, Robert P. Moll, George Packer, and Stanley Swanson; **35-year members** Jack E. Brown, Michael Kane, and Edward Rawady; **40-year members** Ray Perinne, Robert Patrick, Charles Walker, Ralph Allen, Edward Bores, Charles Boza, William DeHaven, Alton Deming, Fred Denhoff, Theodore Gloss, Eugene Gordon, Anthony R. Gugino, Clinton Riehle, David Smith, Winton Stalvey, Evert Swanson, Herbert Webster, and Andy Kovel; **45-year members** William Bunnell, Ralph Compton, Frank Racitano, Lyle Schoonover, and John Winslow, and **50-year members** Everett Case, Richard H. Flanagan, and Barney Zeck.

Olean, N.Y.—Picture No. 3

Olean, N.Y.—Picture No. 4

Olean, N.Y.—Picture No. 5

MEDICINE HAT
LABOR OMNIA VINCIT
LOCAL 1569

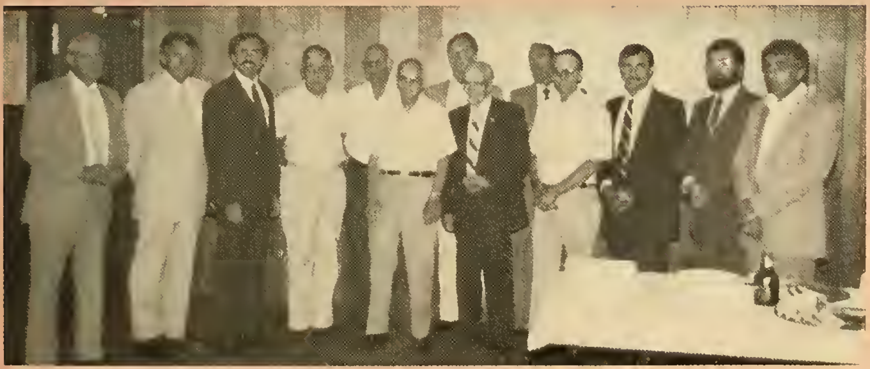
Medicine Hat, Alberta

MEDICINE HAT, ALBERTA

Local 1569 recently honored its longtime members with a special pin presentation meeting.

Pictured, from left: A. Lutz, 30 years; F. Lutz, 30 years; P. Dempsey, 35 years; William McGillivray, local president; B. Parasynchuk, charter member, 35 years; E. Wahl, 30 years; M. Miller, 30 years; and W. Dais, 25 years.

Receiving pins but not pictured: P. Reiling, 30 years; and J. Bengert Sr., 25 years.



Charleston, W. Va.

CHARLESTON, W. VA.

Members with 30, 35, and 50 years of service to the Brotherhood recently received pins at a special Pin Award Dinner conducted by Local 1207.

Pictured, from left: John L. Jarrett, recording secretary and business representative, Chemical Valley District Council; Everette Sullivan, general representative; Robert Wise, West Virginia congressman; Isaac Ong, 35-year member; John Johnson, 50-year member; G.E. Pegram, 50-year member; James A. Howes Jr., 35-year member; L.W. Fink, 50-year members; William DuVall, 30-year member; Roy Smith, 35-year member; Hallett Hill Jr., assistant business representative, Local 1207; Kenneth Starcher, president, Local 1207; and Robert Sutphin, financial secretary and business representative, Local 1207.

Brewer, Me.

State College, Pa.

BREWER, ME.

Over 100 members attended the Second Annual Retirees and Awards Banquet held recently by Local 621. The evening included a buffet dinner, dancing, and speeches by local officers, followed by pinning of those members with 20 years or more.

Pictured are, front row, from left: Andrew Bisson, 20 years; William Whitcomb, 30 years; Thurlow Little, 40 years; Leland Fogg, 40 years; and Armand Morin, 30 years.

Back row, from left: Ralph (Pepper) Martin, 25 years; Daniel Speed, 25 years; Duane Brown, 20 years, Nathanial Reynolds, 25 years (accepted by Allan Ashmore); and Arthur Condon, 25 years.

Receiving pins but not present were Alphonse Chaloux, 30 years; and Leo Hamel, 20 years.

Washington, D.C.

STATE COLLEGE, PA.

Local 1333 recently celebrated 60 years of affiliation with the United Brotherhood and awarded service pins to longstanding members of the local.

Pictured are pin recipients, from left: Joe Martinec, 30-years; Tom Kustanbauter, 40-years; and Charles Spotts, 40-years.

WASHINGTON, D.C.

Members of Local 1590 joined in congratulating now-retired 38-year member, Elliott T. Wilson, 77, of Philippi, West Va., on his golden wedding anniversary. Wilson and his wife Agnes are shown in the accompanying picture with some of their anniversary gifts. Wilson was initiated into the Brotherhood in 1948.

Lawrenceburg, Ind.—Picture No. 1

Lawrenceburg, Ind.—Picture No. 5

Lawrenceburg, Ind.—Picture No. 2

Lawrenceburg, Ind.—Picture No. 3

Lawrenceburg, Ind.—Picture No. 4

LAWRENCEBURG, IND.

At a recent pin presentation ceremony Local 1142 honored members for longstanding service to the UBC.

Picture No. 1 shows 30-year members, from left: Earl Wafford, Denver Webb, Robert Oelker, Clarence Sedler, Curtis Ester, Troy Adams, and James Blair.

Picture No. 2 shows 35-year members, from left: Laurence Womack, Robert Tufts, and Victor Greive Jr.

Picture No. 3 shows 40-year members, from left: John Niemeyer and Davis Booth.

Picture No. 4 shows 45-year members, from left: Raymond Stoneking, Charles Eaglin, and William Clifton.

Picture No. 5 shows 50-year member Emerson Eichler, center, being congratulated by former Business Representative Davis Booth, left, and Business Representative and Financial Secretary John Kime.

Honored but not pictured were: **30-year members** Kirby Burton, Richard Clark, Dorman Lange, Floyd Stevens, and Jack Tremain; **35-year members** Raymond Baker, Howard Brameier, Edward Braunagel, Harry Clark, Raymond Cleeter, Eugene Louden, Elmer Miller, and Roosevelt Ratliff; **40-year members** Paul Binder, Claude Booth, Homer Icard, Glen Roseberry, and Ferman Willoughby; and **45-year members** Leon Jackson and Leland Woodward.

MINNEAPOLIS, MINN.

Nearly 200 members of Cabinet Makers and Millmens Local 1865 were recently awarded service pins for their years in the UBC. Many of the pins were presented at an awards dinner at the Prom Ballroom.

Picture No. 1 shows some of the following 25-year members: Leo Boschee, Les Crawford, Doug Hendrickson, Milen Hiben, Melroy Hokenson, Don Holzheu, Bob Hosford, Byron Johnson, James Kamrud, Mike Kelly, Pat Kelly, Dennis Loxtercamp, Henry Ritschel, and Larry Wuornos.

Picture No. 2 shows some of the following 30-year members: Don Christie, Joe Grosnacht, Walt Gustafson, Ray Haagenson, Lois Herman, Noah Hershey, Richard Keltner, Arnold Knapp, John Kolozienski, Irving Korek, Calvin Krein, Hans Lervik, Harold Morrison, Dick Petroske, Rudolf Sackel, Larry Somers, Ed Stiller, Ken Tschida, Terrie Wolfe, Clint Younker, Irvin Zastrow, and John Zananko.

Picture No. 3 shows some of the following 35-year members: Roy Blakeley, Al Cicchese, Charles Cook, Ken Furbur, George Gernandt, Dennis Hamre, Don Neidermier, Eugene Otte, Ed Pendzimas, Charles Peter, Nick Rudensky, Arnold Steger, and Al Welters.

Picture No. 4 shows some of the following 40-year members: Art Bjorkman, Floyd Broecker, Bill Cipala, Gerald Robeck, Russ Couillard, Oli Gilbertson, Jack Graham, Joe Kennedy, Clem Kintop, Stanley Krueger, Carl A. Larson, Carl T. Olson, Nels Olson, Wilbert Peterson, Bob Rommel, Al Sadecki, Einar Sanderson, and Sam Zieffler.

Picture No. 5 shows some of the following 45-year members: Frank Gwiazdon, Earl Hulbert, Lars Korsgren, Art Meidlinger, and Henry Tschida.

Picture No. 6 shows some of the following 50-year members: Abel Abelson, Robert Asp, Frank Elert, Ray Grabowski, Einar Hagberg, Alfred Hendricksen, Hazen Lietzow, Erick Nelson, Wes Nielsen, Stan Opatrny, Ted Stigen, Paul Swanson, and Ernest Wickberg.

Picture No. 7

Picture No. 7 shows 70-year member Axel Swanson, now deceased.

Also honored, but not pictured were: **50-year members** William Basler, Erick Bergstrom, John Carlson, Harry Granstrom, Philip Helberg, Axel Hendriksen, John Hummel, Wm. J. Larson, Stanley Mieleck, Ray Nelson, Louis Schuh, Ernest Teske, Ed Vlach, Earl Walters, and Oliver Zurn; **45-year members** Joseph Beck, Gordon Casper, James Formanek, Joseph Grivna, Harry Gustafson, Richard Melhus, Herman Sahl, and George Spitzenberger; **40-year members** John Anderson, Harry Bauer, Gordon Carlson, David Dobesh, Bernard Dreher, Hugo Goede, Clarence Haaf, Max Hardy, Gene Kosloski, Ray Kujelka, Vinscent Logelin, Glenn Peterson, Albert Sax, Art St. Hilaire, Sig Swanson, Norbert Temple, Arnold Toepher, Ed Warmuth, and Harley Clark; **35-year members** Louis Arlich, Clarence Bergensen, Richard Christensen, Don Erickson, Oddmund Hamnes, Joe Kolodnyckyj, Lloyd LaMere, Rudolf Linn, George Morin, George Peterson, Ruel Rolland, Roger Schmidt, Max Sherman, John Wattenhofer, Oliver Weflen, Marion Wojda, and John Pope; **30-year members** Wally Barr, Ron Cihlar, Frand Dick, George Forlite, Palmer Goppelt, Frank Hartman, Henry Kennedy, Frank Lindberg, Ronald Lund, Leroy Manteuffel, John McFedries, Gilbert Miller, Al Oakvik, Ted Olson, Lois Ordorff, Claude Stiller, George Tague, Joe Thibault, Carl Waataja, John Willems, Dough Nordberg, Walter Stadler, and Jim Thorpe; and **25-year members** James Antsbauer, Dwight Erickson, Henry Gesuelle, Richard Klavins, Eugene Kuntz, Fred Lyons, Ed Natalino, Jerry Sandager, Dorthy Schindler, Anthony Schmidt, Marshall Skaalrud, Chester Spizcyinski, and Calvin Peterson.

Minneapolis, Minn.—Picture No. 1

Minneapolis, Minn.—Picture No. 2

Minneapolis, Minn.—Picture No. 3

Minneapolis, Minn.—Picture No. 4

Minneapolis, Minn.—Picture No. 5

Minneapolis, Minn.—Picture No. 6

Ottawa, Ill.—Picture No. 1

Ottawa, Ill.—Picture No. 2

Ottawa, Ill.—Picture No. 3

Ottawa, Ill.—Picture No. 5

Ottawa, Ill.—Picture No. 4

Ottawa, Ill.—Picture No. 7

Ottawa, Ill.—Picture No. 8

Ottawa, Ill.—Picture No. 6

Ottawa, Ill.—Picture No. 9

OTTAWA, ILL.

Local 195 recently held a pin presentation dinner at Koolie's Banquet Hall. Presenting the pins were Gene Judge, international representative, Doug Banes, business manager and secretary-treasurer of the Northwest Illinois DC; and Bill Buckler, president of the Northwest Illinois DC.

Picture No. 1 shows 20-year members. Receiving pins were Charles Dubberstein, Robert Fitzgerald, Paul Flahaut, Richard Koch, John Mauch, Dario Piacenti, Lewis Smith, Larry Thorsen, and George VanVleet.

Picture No. 2 shows 25-year members. Receiving pins were Alan Aimone, Phil Larson, Richard Shumway, Francis Szott, and John Weeks.

Picture No. 3 shows 30-year members. Receiving pins were William Cunningham, Walter Dzierzynski, John Goralczyk, Robert Kruger, Donald Ladzinski, George Ondrey, William Pohl, Robert Sackse, Floyd Wood, and Bernard Zera.

Picture No. 4 shows 35-year members. Receiving pins were Irwin Beals, Harold Bly, John Corcoran, John Doogan, Tony Fedder, Roy Hays, Robert Heiser, Maynard Kallner, Al Kulupka, Robert McNally, John Mueller, Gustav Nelson, Alvin Phillis, Albert Roy, Carl Schmidt, James Shoemaker, Erwin Spelich, Sidney Thorsen, Lawrence Weaver, William Weitzel, and Gerald Welch.

Picture No. 5 shows 40-year members. Receiving pins were Anthony Banko, William Barnes, Francis Heath, Peter LaValle, John Mital, Lawrence Quiram, and John Troy.

Picture No. 6 shows 45-year members. Receiving pins were Pete Davito, Edmund Halm, William Kjellesvik, Joe Mauser, and Harold Wallem.

Picture No. 7 shows 50-year members. Receiving pins were Delbert Hoffman, Roy Kjellesvik, and Richard Streul Jr.

Picture No. 8 shows 55-year member Louis Voytko.

Picture No. 9 shows 60-year members. Receiving pins were Albert Bakalar, Joe Flahaut, Harold Swanson, Carl Wagner, and Walt Williams, former business representative.

IN MEMORIAM

The following list of 724 deceased members and spouses represents a total of $1,317,488.70 death claims paid in September 1986; (s) following name in listing indicates spouse of member.

Local Union, City

1 **Chicago, IL**—Arthur C. Boettcher, Jess W. Tarnaski.
7 **Minneapolis, MN**—Agatha M. George (s), Albert Rewitzer, Louis Swanson, Walter Wittman.
8 **Philadelphia, PA**—Michael P. Zane, Robert Finegold, Robert M. Stefano.
11 **Cleveland, OH**—August Peterka.
13 **Chicago, IL**—Edmund I. Anderson, Louis Kress.
14 **San Antonio, TX**—Edward Herman Barth, Elmer Blalock Webster, John E. West.
15 **Hackensack, NJ**—Ann Hughes (s), Arthur Nelson, Bernard Amels, John Sorensen, Karl T. Selander, Leo F. Walsh, Newell Pratt, Vera J. Glowacki (s).
18 **Hamilton, Ont., CAN**—Andrew Drotar, George Korpelahti.
20 **New York, NY**—James Litrell, Odd Arne Sperre.
22 **San Francisco, CA**—George W. Scrico, Myrtle M. Rogers (s).
24 **Central, CT**—Anne Jane Haynes (s), Donald Hoyt Bogue, Francis M. Murphy, Raymond Spooner, Salvatore Sapia, Walter Hershnik.
25 **Los Angeles, CA**—Tommie Lee Jones.
27 **Toronto, Ont., CAN**—Elizabeth Craig (s), Fred Podashinsky, Liberato Giuliano, Luigi Panetta, Richard Krohm, Warren Maxwell Mercer.
34 **Oakland, CA**—Lawrence, F. Maloney, Louis E. Rabe, Woodrow Kirkpatrick.
35 **San Rafael, CA**—Frank J. Walsh.
36 **Oakland, CA**—Lester T. Thompson, Madge M. Williams (s), Rex A. Romesburg.
42 **San Francisco, CA**—C. Harry Gibbs, Jr., Henry R. Larson, Michael Anthony Lister.
43 **Hartford, CT**—Leroy Fillmore.
47 **St. Louis, MO**—Fred O. Richardson, Kathleen M. Detjen (s), Walter Lee Helm, Washington I. Goza, Jr.
48 **Fitchburg, MA**—Clarence Deyo.
55 **Denver, CO**—Melvin A. Turner, Robert D. Granath.
58 **Chicago, IL**—Algot G. Anderson, Bert Carl Olson, Esther Linnea Anderson (s), John Nelson, Oscar E. Lindberg.
60 **Indianapolis, IN**—Gladys B. Clouser (s), Heron Sims.
61 **Kansas City, MO**—Arlie J. Martin, William C. Duncan.
63 **Bloomington, IL**—Dale E. Jones, Mary Linda Korn (s).
64 **Louisville, KY**—James O'Malley, Lorene M. Hardesty (s), Louis A. Whalin.
66 **Olean, NY**—Betty L. Ferguson (s), Edmund Mezzio, Lawrence J. Howard, Ronald Storey.
67 **Boston, MA**—Anthony P. Balkus, Jeanette C. McKenna (s).
69 **Canton, OH**—Albert McFadden, David H. Beitzel.
74 **Chattanooga, TN**—William Earl Combs.
76 **Hazelton, PA**—Albert J. Wasilus, John Paul Baran, Josephine Fry (s).
80 **Chicago, IL**—Hugo L. Hagstrom, Kello C. Krueger, Mildred E. Schons (s).
81 **Erie, PA**—William Jack Cada.
83 **Halifax, NS, CAN**—Parker Withrow, Wilbert Clyde Wagner.
85 **Rochester, NY**—Everett R. Millis.
87 **St. Paul, MN**—Earl Benson, Henning Bergman, Louis Sapletal, Ovila Chapeau, Selmer Florhaug.
89 **Mobile, AL**—Francis Terril Blake, William Travis Langley.
90 **Evansville, IN**—Thomas E. Hight.
93 **Ottawa, Ont., CAN**—Jacques Lance, Raymond Richard, Rheal Bondu.
94 **Providence, RI**—Leonard Conway.
98 **Spokane, WA**—Frances Marie Parcher (s).
100 **Muskegon, MI**—Steven Bernia.
101 **Baltimore, MD**—Donald H. Tharp, Edgar Crockett, Jr., Gardner A. Bentley, James F. Staffer, John B. Callan, Joseph B. Jarboe Jr.
105 **Cleveland, OH**—Ernest E. Scott.
106 **Des Moines, IA**—William E. Coffey.
107 **Worcester, MA**—Andrew Kostka.
108 **Springfield, MA**—Dorothy Orwat (s), Frances M. Gour (s).
110 **St. Joseph, MO**—William B. Porter.
111 **Lawrence, MA**—Edward J. Hamilton, Evelyn L. Thibodeau (s), Mary Albina McLaughlin (s), Mildred D. Travis (s).
115 **Miami, FL**—Mary E. Lashley (s).
116 **Bay City, MI**—Bert Brodie.
118 **Detroit, MI**—Allan Harbert, Andrew A. Hietala, Edward Erke, Felix W. Dembicki, Frances Louise Pavlowski (s), John H. Beno, John T. Kettell, Leo J. Richart, Marion H. Cerveny (s), William A. Ellis, William J. Roy.
120 **Utica, NY**—James T. Basenfelder.
121 **Vineland, NJ**—Marie C. Gould (s).
122 **Philadelphia, PA**—Joseph Janosch, Karl Schneider, Leon Novicke, Richard Pavlik.
123 **Broward-County, FL**—Barbara Ann Doane (s), John W. Branner, Maria D. Mentz (s).
125 **Miami, FL**—Andrew Campo.
130 **Palm Beach, FL**—Alfred J. Cattabriga, Dorothea P. Metz (s), Emil Nordstrom, Frank L. Wortman, John Biehle, Luke Carter, Runo K. Seppala, Stella M. Johnson (s).
131 **Seattle, WA**—Alexander Ferency, Bernis Burl Simpson, Charles Oneil, Clarence F. Olson, Hugh I. McGillivray, Spense M. Wolsey, Wilbert C. Bakeberg.

Local Union, City

132 **Washington, DC**—Carl E. Robinson, Eugene T. Healey, Irma P. Disse (s).
133 **Terre Haute, IN**—Lawrence Brown, Manford G. Rudisel, Roy F. Searing.
140 **Tampa, FL**—Charles V. Hirst, James Albert Sutton, William Walter Liedkie.
141 **Chicago, IL**—John Holstrom.
142 **Pittsburgh, PA**—Elmer Ricci.
144 **Macon, GA**—Marshall L. McLeroy Sr.
149 **Tarrytown, NY**—Manuel Del Rio Sr.
155 **Plainfield, NJ**—Walter Harrison.
163 **Peekskill, NY**—Erik H. Ferin.
165 **Pittsburgh, PA**—Dean M. Jackson.
174 **Joliet, IL**—Edward Mandzuk, James H. Doyle, John Horvat, Oliver W. Smith, Roy W. McCullough.
180 **Vallejo, CA**—Theodore H. Bolt.
181 **Chicago, IL**—Andrew Sacksen, George F. McGhee, John Larson.
182 **Cleveland, OH**—Joe Wolny, Robert Stutzman.
183 **Peoria, IL**—Blanche Josephine Kelly (s), Ira E. Allison, Robert C. Wilson, Willis S. Lacey.
184 **Salt Lake City, UT**—Evelyn M. Lepore (s).
185 **St. Louis, MO**—Francis J. Shea.
187 **Geneva, NY**—Edward C. Garrison, Michael Cincotta.
188 **Yonkers, NY**—Nicholas Belarge.
195 **Peru, IL**—Iver Anderson, Max Schmidt.
198 **Dallas, TX**—James C. Wood.
202 **Gulfport, MS**—Dennis Henry Cuevas.
203 **Poughkeepsie, NY**—Walter Stanton.
211 **Pittsburgh, PA**—Elizabeth J. Yerkins (s), John G. Hillman.
213 **Houston, TX**—John F. Dybala, Martin Richard, William E. Maguire.
218 **Boston, MA**—James R. White.
225 **Atlanta, GA**—Jesse Odis Price, Robert Lee Wampler, Winford I. Smith.
230 **Pittsburgh, PA**—Raymond R. Sutton.
235 **Riverside, CA**—Allen F. Shine.
242 **Chicago, IL**—Herbert C. Koeppe.
244 **Grand Jct, CO**—John Allen.
247 **Portland, OR**—Albert W. Paltridge, Edwin W. Nelson, John J. Lengvenis, John M. Olson, Lillian Heiney (s), Thomas Jay Sheridan.
250 **Waukegan, IL**—Harold L. Burge, Issac E. Saari, Robert W. Hibbard.
255 **Bloomingburg, NY**—Jacob J. Resnik, John Magrel, Louis C. Cinkota.
257 **New York, NY**—Bernard Levine, Ferdinand Scharen, Michael LaSalle, Vanie Marcoux.
259 **Jackson, TN**—Erma Frances Moss (s), Jesse Doyle Williams.
261 **Scranton, PA**—Ruth M. Cox (s).
264 **Milwaukee, WI**—Albert Schwedler.
265 **Saugerties, NY**—Josephine Reichel (s).
272 **Chicago Hgt., IL**—Lester Tondini.
275 **Newton, MA**—Esther E. Brooks (s), Robert Caggiano.
281 **Binghamton, NY**—Theodore Babuka.
283 **Augusta, GA**—Richard Delta Sapp.
287 **Harrisburg, PA**—Delbert L. Lauver, Margaret Lautsbaugh (s).
296 **Brooklyn, NY**—Edward Stollman.
297 **Kalamazoo, MI**—Edward Raas.
314 **Madison, WI**—Obert Brekken.
316 **San Jose, CA**—Dewey H. Buckland, Margarette H. Stone (s), Olive A. McCallister (s), Stella Rose Harris (s), Tom Mitsunaga, Wesley C. Scott.
319 **Roanoke, VA**—James D. Rucker.
338 **Seattle, WA**—Carolyn Katherine West (s).
344 **Waukesha, WI**—George William Gohde.
345 **Memphis, TN**—Billy W. Morgan, Samuel F. Scott, Virgle Grant Brown.
348 **New York, NY**—Henry Nordlund, Hubert Yearwood, Joseph Lutz, Karl Nelson, Karl Rostedt.
355 **Buffalo, NY**—William C. Lutz.
361 **Duluth, MN**—Frank Jagello.
370 **Albany, NY**—Frances Comley (s), Leon Breton Sr., Stanley Stevener.
372 **Lima, OH**—Harry Cossel.
377 **Alton, IL**—Henry Jacobs Sr., James E. Cope Sr.
387 **Columbus, MS**—James A. Taylor.
393 **Camden, NJ**—Enoch U. Dean, Esther M. Blackburn (s), Robert F. Bush, Wayne E. Stainrook.
397 **Whitby, Ont., CAN**—Eugeniusz Ulanicki.
400 **Omaha, NE**—Arnold Christiansen, Earnest Howard Petty, Elizabeth Churchill (s), John W. Kinsey.
407 **Lewiston, ME**—Alphee R. Caron.
413 **South Bend, IN**—Joseph W. Lower.
422 **New Brighton, PA**—Harry H. Eiler.
440 **Buffalo, NY**—Joseph Fournier.
446 **St. Ste Marie Ont., CAN**—Xavier Joncas.
452 **Vancouver, BC, CAN**—Alexander Babee, Bruno Vecchies, Colin Viksane, Daniel Kenneth Florko, Erik Liljedahl, Frank Schemenauer, Fridolf Nikolai Suvanto, Ool Rodima, Paul Thiessen.
454 **Philadelphia, PA**—William A. Gaines.
458 **Clarksville, IN**—Loveanna Mary Crocker (s).
460 **Wausau, WI**—Verona Schwalenberg (s).
462 **Greensburg, PA**—Clifford W. Himler.
465 **Chester County, PA**—Frank Lichtfuss.
470 **Tacoma, WA**—Herman Schaeffler.
476 **Clarksburg, WV**—Jim Dannunzio.

Local Union, City

483 **San Francisco, CA**—Katherine Johnston (s), Merle E. Edwards.
494 **Windsor, Ont., CAN**—Frederich Samek.
496 **Kankakee, IL**—Jack F. Price.
503 **Lancaster, NY**—Frank M. Slimko.
510 **Berthoud, CO**—Guy Hornby, Michael D. Shotland.
512 **Ann Arbor, MI**—Helen Fostine Carver (s).
515 **Colo. Springs, CO**—Viola Maxine Adams (s).
531 **New York, NY**—Charles S. Andreasson, Guiseppe Ingrassia, Jerry Lyons.
541 **Washington, PA**—Milio Careatti.
543 **Mamaroneck, NY**—Magdalena Amelio (s).
562 **Everett, WA**—Mary Hudon (s).
576 **Pine Bluff, AR**—Leta Mae Shearer (s).
579 **St. John NF, CAN**—James Colbert.
586 **Sacramento, CA**—Kenneth Herman Busch.
596 **St. Paul, MN**—Monica Klein.
599 **Hammond, IN**—Frank Plewniak.
602 **St. Louis, MO**—Elva Searcy.
604 **Morgantown, WV**—Edwin W. Golden.
609 **Idaho Falls, ID**—Lamont D. Bell, Rose Graham (s).
610 **Port Arthur, TX**—Nolan N. Guilbeau, Wilfred J. Provost, Woodrow Vizena.
611 **Portland, OR**—Peter John Gette.
613 **Hampton Roads, VA**—Howard Knore Jump, Marcus Willey.
623 **Atlantic County, NJ**—Daniel M. Scull.
624 **Brockton, MA**—Arne Rudolph Johnson.
625 **Manchester, NH**—Albia Dulac (s), Henry L. Marcoux.
626 **Wilmington, DE**—Clarence G. Forrester, Otho G. Davis, Peter D. Young, Vernon D. Lewis.
627 **Jacksonville, FL**—Charles H. Starke Jr., Woodrow W. Westberry.
633 **Madison & Granite City, IL**—Lacy B. Picks.
638 **Marion, IL**—Myrtle Gertrude Mixen (s), Nellie Davidson (s), Paul Jochum.
639 **Akron, OH**—Carl Giorgio, Donald E. Worcester, H.B. Shoemaker, Sarah Marie McQuain (s).
640 **Metropolis, IL**—Albert C. Wilkins.
650 **Pomeroy, OH**—Curtis D. Johnson.
660 **Springfield, OH**—James C. Beatty.
675 **Toronto, Ont., CAN**—Ralph Herrick.
678 **Dubuque, IA**—Cyril H. Maiers.
682 **Franklin, PA**—Fred Striegel, James Fred Singleton.
698 **Covington, KY**—Charles H. Blackburn.
701 **Fresno, CA**—Frances O. Lang (s), Roy H. Luttrell.
704 **Jackson, MI**—Letha Vaye Stoops (s).
710 **Long Beach, CA**—Robert P. Crosby.
721 **Los Angeles, CA**—Elmer Leon Baton, Harold V. Crowe, Hermann F. Klewer, Joseph John Cervantes, Laura Janette Prince (s).
739 **Cincinnati, OH**—Millard E. Sullivan.
740 **New York, NY**—Wige Danielsen.
742 **Decatur, IL**—Lee Roy Newberry.
743 **Bakersfield, CA**—Allen C. Williamson, Sr., Genave M. Waller (s), Peggy Gearllach (s), William T. Townson.
751 **Santa Rosa, CA**—James A. McCoy, Phillip Arcouette.
753 **Beaumont, TX**—Ruth Elizabeth Wright (s).
758 **Indianapolis, IN**—Rader Sullivan.
764 **Shreveport, LA**—John Ellis Bryan.
769 **Pasadena, CA**—Murlin K. Lanferman, Retha Green (s).
777 **Harrisonville, MO**—Samuel Herschel Gwinn.
790 **Dixon, IL**—Ben J. Bills.
792 **Rockford, IL**—Harold Flint.
815 **Beverly, MA**—Harold Parsons Sr.
821 **Springfield, NJ**—Celso Gomez, Gertrude A. Rust (s).
845 **Clifton Heights, PA**—Edward R. Rosato, James P. Dawson, Joseph F. Kelly.
849 **Manitowoc, WI**—George Demler, Siegfried Haupt.
865 **Brunswick, GA**—Earl Edward Cassidy.
873 **Cincinnati, OH**—Alfred Beasley.
891 **Hot Springs, AR**—Clarence B. Vaughn, David H. Byrd.
893 **Grand Haven, MI**—Arthur Francis.
898 **St. Joseph, MI**—Lowell Siver
902 **Brooklyn, NY**—Cosmo Bartoli, Pliny King.
906 **Glendle, AZ**—Sherman Smith.
911 **Kalispell, MT**—Myron A. Novicki.
918 **Manhattan, KS**—Fred M. Childers.
921 **Portsmouth, NH**—Boleslaw N. Sabol, Lenox C. Stevens.
929 **Los Angeles, CA**—Henry Ellis.
930 **St. Cloud, MN**—Alphonse Reisinger.
940 **Sandusky, OH**—Blonda M. Garton, James A. Krafty.
943 **Tulsa, OK**—Charles C. Riddell, Frank P. Walsh.
944 **San Brnardno, CA**—Elmer W. Smith, John Gallentine.
945 **Jefferson City, MO**—Clifford C. Olsen.
964 **Rockland Co., NY**—Joseph F. Yonko.
971 **Reno, NV**—Aline Bernice Lyke (s).
974 **Baltimore, MD**—Marjorie B. Smith.
977 **Wichita Falls, TX**—Bluford Lairmore Robertson.
978 **Springfield, MO**—Carl A. Wilcox, Carrol G. Woodward, Walter W. Kellogg.
998 **Royal Oak, MI**—Henry A. Vermette, Paul E. Nash.
1000 **Tampa, FL**—Gary L. Simmons.
1001 **N Bend Coos Bay, OR**—Roger I. Baril.
1005 **Merrillville, IN**—Charles F. Madison, James S. Franklin.
1024 **Cumberland, MD**—Ruby Elizabeth Medrick (s).

Local Union, City

1027 **Chicago, IL**—Frederick William Crous.
1028 **Lansing, MI**—Ernest R. Brownlee.
1043 **Gary, IN**—Jack F. Wilson.
1050 **Philadelphia, PA**—Ralph Zagrabbe.
1052 **Hollywood, CA**—Fred Jackson, Raymond Martin Bradis, Russell L. Lindenbaum.
1055 **Lincoln, NE**—Edgar B. Scdoris.
1062 **Santa Barbara, CA**—Joseph J. Klinker.
1065 **Salem, OR**—Loretta Iverson (s), Webster Smith.
1067 **Port Huron, MI**—James O. Furness.
1074 **Eau Claire, WI**—Edna M. Oleson, John A. Phillips (s).
1089 **Phoenix, AR**—Frances M. Tschoepe, Richard F. Baker (s), Vernie Perkins.
1093 **Glencove, NY**—Charles Laut.
1095 **Salina, KS**—Lorna Mayhew (s).
1097 **Longview, TX**—James Grady Horton, Noel Franklin Graves.
1098 **Baton Rouge, LA**—Millard F. Campbell, Rosamond Bazile Martin (s).
1100 **Flagstaff, AZ**—Lee Avery.
1108 **Cleveland, OH**—Mack Jender.
1120 **Portland OR**—Annie Lynn, Cleo D. Chittock, Harvey T. Connor.
1125 **Los Angeles, CA**—Marion Campbell.
1132 **Alpena, MI**—Clarence Sawade.
1136 **Kettle Falls, WA**—Lawrence Lee Preston.
1138 **Toledo, OH**—William G. Bender.
1140 **San Pedro, CA**—David Walter Wells, Frank Yamashita, James H. Olarte.
1142 **Lawrenceburg, IN**—Lawrence Scudder.
1148 **Olympia, WA**—Hugh W. Fanning.
1149 **San Francisco, CA**—Claude J. Barrett, Dirk Melvin Rynberg, Marie M. Gazzano (s), Victor M. Cacao, William McBride.
1155 **Columbus, IN**—Cecil E. Koenigkramer.
1159 **Point Pleasant, WV**—Robert E. Hunt.
1160 **Pittsburgh, PA**—Geraldine M. Kaminski (s), Pauline Cronin (s).
1164 **New York, NY**—Stefan Gregorski, Zoltan Dinda.
1171 **Shakopee, MI**—Adelbert J. Hoffman.
1184 **Seattle, WA**—Albin William Troberg, Winona Alexandria Uzupes (s).
1185 **Chicago, IL**—Homer Gilbert.
1216 **Mesa, AZ**—Rayburn L. Starrett.
1235 **Modesto, CA**—Evangeline Elizabeth Ferris (s), Kenneth W. McKinley, Milo Dewitte, Ray Ewing.
1242 **Akron, OH**—Anna Truex.
1266 **Austin, TX**—Clarence A. Markert.
1273 **Eugene, OR**—Agnes Caroline Stapleton (s), James A. Smith.
1280 **Mountain View, CA**—Fern Catherine Janovich (s), Lilley Ann Holt (s).
1281 **Anchorage, AK**—Bruce T. Burrus, Mildred Smith Bailey (s).
1292 **Huntington, NY**—Arthur Abrahamsson, Oswald Tjersland.
1303 **Port angeles, WA**—Eileen Hunt (s)
1305 **Falls River, MA**—Jeanne Coulombe (s), Virginia Cote (s), William Kendall.
1307 **Evanston, IL**—Eugene Gibson, Milton Ogren.
1319 **Albuquerque, NM**—R. C. Menini, Vicenta L. Saldana (s), William Edwin Clark.
1323 **Monterey, CA**—Leonard Piazza.
1325 **Edmonton, Alta, CAN**—Adele Birkoben (s), Josef Kwasnik, Leonard Lambertus.
1342 **Irvington, NJ**—Armand Rotondi.
1353 **Sante Fe, NM**—James M. Hands.
1355 **Crawfordsville, IN**—Eugene Pittman.
1357 **Memphis, TN**—Deward Elmer Pendergrass.
1362 **Ada Ardmore, OK**—William Floyd Bourns.
1373 **Flint, MI**—Alton Rahm, Anthony P. Tomaszewski, Lymon Medlin.
1381 **Woodland, CA**—Randall Garner McBride, Thomas William Jones.
1386 **Province of New Brunswick**—Charles Saunders B., Joseph V. Doiron.
1396 **Golden, CO**—Karl Preusse.
1400 **Santa Monica, CA**—Paul W. Johnson.
1402 **Richmond, VA**—Thomas W. Crowder.
1404 **Biloxi, MS**—Paul C. Bird.
1407 **San Pedro, CA**—Eutimio Saucedo.
1408 **Redwood City, CA**—Monique G. Hagnere (s).
1410 **Kingston, Ont., CAN**—Dalton R. Sadler.
1415 **New Ulm, MN**—Albert J. Dietz.
1418 **Lodi, CA**—Charles Leonard Edwards, Clero U. Benge.
1428 **Midland, TX**—John O. McCleery.
1437 **Compton, CA**—Emil Petersen.
1438 **Warren, OH**—Stanley Lamont.
1449 **Lansing, MI**—Russell Tripp.
1452 **Detroit, MI**—Albert Kamerschen.
1453 **Huntington Bch, CA**—Richard L. Nelson.
1452 **Cincinnati, OH**—Julius Edward Harris, Russell Alexander.
1456 **New York, NY**—George Matty, Gladys Lovendahl (s), Ole Skeibrok, Roy Ekelund.
1462 **Bucks County, PA**—Dolores Eileen Eroh (s).
1471 **Jackson, MS**—Emile L. Langford (s).
1478 **Redondo, CA**—James L. Stitt.
1497 **E. Los Angeles, CA**—Edwin C. Helms.
1501 **Ketchikan, AK**—John Albert Scudero, Sr.
1507 **El Monte, CA**—Harold Gladstone Derrick, John A. McCorkle, Robert H. Turner, Wilfred A. Holmes.
1538 **Miami, AZ**—Henry C. Garrison.
1539 **Chicago, IL**—Sheldon Koltun.
1541 **Vancouver, BC, CAN**—Julius Kulovitz.
1553 **Culver City, CA**—Alvin K. Selvidge, John M. Dawson.
1554 **Miami, FL**—Enrique Ponte.
1571 **East San Diego, CA**—Byron Eugene Teachout.
1573 **West Allis, WI**—Erven Kieper, Raymond R. Santas.
1581 **Napoleon, OH**—George W. Chapman.

Local Union, City

1583 **Englewood, CO**—Bert L. Meilinger.
1588 **Sydney NS, CAN**—Alex E. Andrews, Angus M. Kennedy, Bernetta Boyd (s), Mary Jane MacPherson (s).
1595 **Montgomery Co., PA**—Albert Popick, Geurge Gretzula, James McMahon, Rubert E. Naughton.
1596 **St. Louis, MO**—Emil L. Rajnoha, Henry J. Sievert.
1607 **Los Angeles, CA**—Cecil H. Duncan, Mickey Miltenberger, Russell David Eubanks.
1618 **Sacramento, CA**—Arnold L. Tittel, Billy J. Kendrick.
1622 **Hayward, CA**—Ewing C. Forester, Louis R. Miller.
1631 **Washington, DC**—Charles E. Menges
1632 **S. Luis Obispo, CA**—James P. Dawson, Orval P. Baxter.
1644 **Minneapolis, MN**—Patrick T. Kane.
1664 **Bloomington, IN**—Ruth Helen Burch (s), Sammy R. Strauser (s).
1683 **El Dorado, AR**—Paul A. Brewer.
1685 **Melbourne-Daytona Beach, FL**—Helen M Brasol (s), Oscar C. Robinson.
1688 **Manchester, NH**—Emery Perras.
1689 **Tacoma, WA**—Henry E. Luoma.
1693 **Chicago, IL**—Paul Muszynski.
1701 **Buffalo, NY**—Aloy N. Stock, Joseph F. Schwing.
1715 **Vancouver, WA**—Walfred Charles Lassila.
1746 **Portland, OR**—St. Patrick Earl McCoy.
1752 **Pomona, CA**—Evangeline M. Gowey (s), Harriette Lee Tennyson (s), Harry Taylor, John E. Castle.
1764 **Marion, VA**—Fred Dewey Hutchins, Garland M. Blevins, Lee Roy Catron, Nancy K. Mathena (s).
1775 **Columbus, IN**—Estel Carmichael.
1806 **Dallastown, PA**—Carlton Kreidler.
1815 **Santa Ana, CA**—Glenn A. Wyman, Leonard Larsen.
1816 **Plymouth, IN**—Ervin Reinholt.
1822 **Fort Worth, TX**—Carl Bradshaw, Foster E. Melton.
1832 **Escanaba, MI**—Arthur T. Erickson.
1836 **Russellville, AR**—Abram Murl Humphrey.
1837 **Babylon, NY**—Joseph Larocco.
1846 **New Orleans, LA**—Alcess P. Hennessey, Clarence C. Joseph, Joseph G. Russell.
1849 **Pasco, WA**—Gladys F. Paine (s).
1856 **Philadelphia, PA**—Annuzio J. Barone, George J. Loos Jr.

PHOTO CONTEST

Capture a "moment in building" on film! The National Building Museum in Washington, D.C., is sponsoring a contest for photos of *workers in the process of constructing a building.* The contest is open to all, there is no entry fee, and there will be both a black and white and a color category. The winning photos will be published in *Blueprints*, the museum publication as well as exhibited in the Great Hall of the museum publication, the National Building Museum.

Rules of the contest are:

Up to three entries per person in each category
Entries can be no larger than 11"x14" and must be mounted
Photos become the property of NBM and cannot be returned.
Entries must be postmarked by January 31, 1987.

Each photo must be identified on the back with the:

Name and address of photographer
Address of construction site
Architect and construction company (if possible)
Camera make and format (35mm, 4"x5", etc.)
Focal length of lens
Time and aperture of exposure (if available)
Kind and speed of film.

Mail your entries to:

Photo Contest
National Building Museum
Judiciary Square, NW
Washington, DC 20001

Local Union, City

1865 **Minneapolis, MN**—Max W. Hardy.
1871 **Cleveland, OH**—Walter R. Perog.
1889 **Downers Grove, IL**—Carl John Somers, Donald C. Eastling.
1894 **Woodward, OK**—Wilbur Vincent Potts.
1911 **Beckley WV**—Raymond Godfrey.
1913 **Van Nuys, CA**—Gustav E. Hoivik, Leo Burton.
1914 **Phoenix, AZ**—Dyas V. Roush.
1921 **Hampstead, NY**—Flora Trotta (s), John H. Golden.
1929 **Cleveland, OH**—John Skowrunski.
1934 **Bemidji MN**—Russell Anderson.
1946 **London, Ont., CAN**—Gordon McCallum.
1976 **Los Angeles, CA**—Richard Bravo.
1987 **St. Charles, MO**—John B. Fanning Jr.
2008 **Ponco City, OK**—Hiarm B. Eddings.
2018 **Ocean County, NJ**—Edwin M. Yerkes.
2020 **San Diego, CA**—Harold Mendenhall.
2046 **Martinez, CA**—Albert Gale Habig, Bertrand S. Maxwell, Glen L. Doud, Robert Henry Sampson.
2067 **Medford, OR**—James C. Hartgraves.
2078 **Vista, CA**—Charles Snodgrass, Louis K. Hughes.
2101 **Moorefield WV**—Iva A. Kile.
2103 **Calgary, Alta, CAN**—Niels Vilhelm Christensen, Richard G. Mahoney.
2114 **Napa, CA**—Thomas Edwin Overholser.
2127 **Centralia, WA**—Vernon Blankinship.
2141 **Scottsbluff, NE**—James Thomas Campion.
2155 **New York, NY**—Emanuel Ungar, Fred Reich.
2158 **Rock Island, IL**—Donald Elliott, Russell Pickrell.
2164 **San Francisco, CA**—Luigi Mazzoni.
2209 **Louisville, KY**—Thomas F. Craig.
2235 **Pittsburgh, PA**—Joseph L. Kidder.
2250 **Red Bank, NJ**—Frank E. Wilson Violet Dibling (s).
2274 **Pittsburgh, PA**—Fred A. Johnston.
2287 **New York, NY**—Joseph Montalto, Robert Rocke.
2288 **Los Angeles, CA**—Catherine V. Foleen (s), Harold R. Sprauge, Juan C. Escubar, Sam Catania, Samuel Conston.
2309 **Toronto, Ont., CAN**—John Rodiadis.
2311 **Washington, DC**—Manuel T. Sission Sr.
2334 **Baraboo, WI**—Earl Conrad Rachuy.
2334 **Merrill WI**—Lawrence Zoellner.
2375 **Los Angeles, CA**—William H. Myers.
2404 **Vancouver, BC, CAN**—Jeanne Louise Krog (s).
2411 **Jacksonville, FL**—Harry Milton Gregory, Jenivee Manges (s).
2435 **Inglewood, CA**—George Monahan, Lester Weizer.
2450 **Plaster Rk, NB, CAN**—Cuffley Joseph W.
2463 **Ventura, CA**—Edward Guziak, Homer T. Ferren, Roy L. Burnum.
2477 **Santa Maria, CA**—Raymond Gasper.
2519 **Seattle, WA**—Cecil Albert Batterson, Raymond R. Focht, Tony M. Foglia.
2536 **Port Gamble, WA**—Russell Fulton.
2540 **Wilmington, OH**—Elwood Hayslip.
2577 **Salem, IN**—Leslie Madden.
2588 **John Day, OR**—Mary Lou Rider (s).
2592 **Eureka, CA**—Eddie Rocha, Reed A Diltz.
2633 **Tacoma, WA**—Frank Ressler, Peter Babnick, Ralph Johnson.
2652 **Standard, CA**—Dale Baskett.
2659 **Everett, WA**—John Petterson.
2661 **Fordyce, AR**—James H. Cranford.
2682 **New York, NY**—George Pecenco.
2693 **Pt. Arthur, Ont., CAN**—Alexander Zawierucha, George Ranta.
2698 **Bandon, OR**—Art Jacobs.
2755 **Kalama, WA**—Ernest August Keller.
2841 **Peshastin, WA**—Ralph E. Low.
2881 **Portland, OR**—Guy W. King.
2902 **Burns, OR**—Baldwin Mace.
2947 **New York, NY**—Charles Waskiewicz, David Pfeffer, Thomas Pennes.
2949 **Rosenburg, OR**—Luis A. Medina.
2993 **Franklin, IN**—Carl R. Newkirk.
3009 **Grants Pass, OR**—Orpha V. Haddock (s).
3088 **Stockton, CA**—Frank E. Fleming, Philip Calibro.
3127 **New York, NY**—David Otto Bowman.
3161 **Maywood, CA**—Amador M. Najera, Frank Beer, Miguel D. Duran (s).
3185 **Creosote, WA**—Robert Noel Bell.
7000 **Province of Quebec (Local 134–2)**—Herve Chouinard, Ida Jacques (s), Omer Barbe.
9009 **Washington, DC**—Thomas G. Conklin.
9065 **San Francisco, CA**—Wilbert S. Jones.

Diabetes Blueprint

Continued from Page 6

dime . . . This Brotherhood has collected a quarter of a million dollars that I am going to present to you (the institute representatives) following the convention."

•

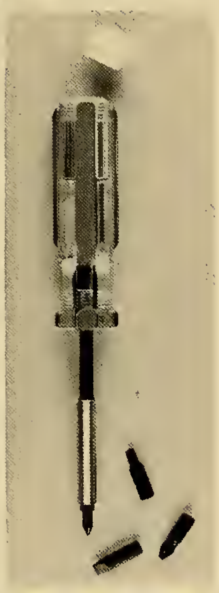
Check donations to the "Blueprint for Cure" campaign should be made out to "Blueprint for Cure" and mailed to General President Patrick J. Campbell, United Brotherhood of Carpenters and Joiners of America, 101 Constitution Ave. N.W., Washington, D.C. 20001.

MULTI-TIP MAGNETIC

The Irwin Co. is now offering a magnetic screwdriver, which comes complete with four interchangeable tip styles. These tips fit No. 1 and No. 2 Phillips points, No. 3-4 and No. 6-8 slotted screw heads, and can be stored in a special capped compartment in the handle.

The handles are constructed of durable "Irwinite," so they're non-absorbant, highly resistant to impact, and immune to most acids, oils, and greases.

Each Irwin multi-tipped screwdriver blade is machine polished high carbon steel tempered full-length for extra strength, resiliency, and longer life. The blade also features a magnetic bay which holds the interchangeable tips.



Irwin "Lock-Tite" expanded wing construction locks blades and handles into one tight, virtually inseparable unit. The blades will not turn in their handles.

Irwin multi-tipped screwdrivers are perfect for general use; in cars, trucks, boats, apartments, or in any circumstances where it's convenient to carry only one tool. All Irwin screwdrivers are manufactured in the United States. For more information about the multi-tipped screwdriver or other Irwin hand tools contact Jim Knowles, Product Manager, Irwin Hand Tools Division, P.O. Box 829, Wilmington, Ohio 45177. Or call (513) 382-3811.

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DUST COLLECTORS

The Delta International Machinery Corp. is now marketing two-stage dust collectors which generate 700–1300 CFM, more than five times the intake power of a heavy-duty industrial vacuum. Their unique two-stage design system separates out all large, abrasive particles in the cyclonic separator stage, and only fine dust passes through the blower wheel to the second stage filter bag.

Available in three motor sizes, one horsepower, two horsepower, and three horsepower, Dust Collectors fit all woodworking machinery, including planers, shapers, circular saws, belt sanders, jointers, and band saws. Completely portable, they can be easily moved from one machine to another. Each is economical and quiet in operation.

Powered by high-performance, heavy-duty industrial motors, the units eliminate debris at the source before it gets into the air. A self-cleaning, cast aluminum radial blade blower picks up the smallest sawdust and chips. Each permanently lubricated, ball-bearing motor is completely enclosed and fan-cooled. All models are designed to operate a minimum of eight years under continuous duty use, years longer for normal usage.

The Three-horsepower, Three-Phase motor Model 50-182 features cast aluminum drum lid and blower housing. Models 50-180 (One-horsepower, One-Phase) and 50-181 (Two-horsepower, One-Phase) have durable fiberglas drum lids and 14-gauge steel blower housing.

Mounting on a 55-gallon open top drum (not included) provides ample waste capacity. Final air filtration area is 19 square feet with the standard bag on the one- and two-horsepower models. The three-horsepower model's drum-mounted bag extends to a full 50 square feet.

A complete line of nozzles, fittings, and hoses assure flexibility for multiple operations. Hoses, available in up to 6″ diameters, accommodate large chips without clogging.

For additional information on the Two-Stage Dust Collectors, or the name of a nearby Delta distributor, call toll-free: Delta International Machinery Corp., (800) 438-2486. In PA, (800) 438-2487.

●

NOTE: A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturers.

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We're Being Outmanaged, Not Outworked

Skilled North American labor must be allowed to assert itself on world markets

A real problem in the North American economy is now coming to light. And, curiously enough, it's being identified by such diverse people as a U.S. cabinet official, a college professor, and a management counselor.

All of them put their finger on a growing cancer in today's commercial and industrial world: corporate super bigness and all of its bad elements—company takeovers, plant closings, absentee owners and managers, unskilled and unnecessary middle management, and, to top it all, investment greed.

The professor says, for instance, that U.S. businesses would achieve productivity gains of up to 50% if they developed "radical new roles for managers, workers, and unions." Professor Ben Fischer of the Carnegie Mellon University says that the U.S. workforce contains a lot of unnecessary management personnel.

"Experienced, skilled workers do not need to be told what to do by people who know far less than they," he says. "In fact, workers usually perform better when given freedom and responsibility."

Then, along comes a member of President Reagan's cabinet, Secretary of Commerce Malcolm Baldridge. He told one of these think-tank operations, the Center for Strategic and International Studies, that American business has lost ground to foreign competition because of shortsighted management.

"We are simply outmanaged," he said. "Most of all we lost our reputation for quality when we had been the world's leader. There is no excuse for that, and there is no one to blame but American management . . . not labor, not the government, but management."

Baldridge indicated that not enough companies have acted to cut management bloat and return more decision making to the factory floor or the construction site.

(I might say to Secretary Baldridge that I agree with what he says in this instance, but he'd better look at the shortsighted management in his own department, as well. I'm referring to this so-called Maquiladora Program his department is supporting, which encourages American jobs to go to Mexico. You can read about that on Page 9.)

But, to go back to what I was saying, there are others putting their fingers on the economic cancers. A recent *New York Times* article reported that a group of management consultants warned corporate raiders on Wall Street that they were leaving a lot of worker-victims in their takeovers, that they are putting American and Canadian business at a growing disadvantage in their dealings with world markets. They are spreading the lines of communications between capital management and labor far too thin.

There is no question about it: Many so-called entrepreneurs are targeting American industries for destruction. They are picking off America's ten-dollar-an-hour jobs and sending them to 72-cents-an-hour locations in less-industrialized countries. What they're sending back to us are third-world products, third-world living standards, and third world working conditions.

Unrestrained, deregulated management runs along its path of greed and destruction like wild cancer cells, and U.S. and Canadian workers suffer.

What it boils down to is the fact that the bigger some companies and some governments get, the less they are concerned with being their brother's keeper.

And the bigger and more remote they get, the more difficult it becomes to get crucial labor-management decisions.

If you've ever sat at a bargaining table with the representatives of a major corporation, as

I have and as many of your local and council leaders have, you know how frustrating it is to have to wait till the people on the opposite side of the table call the head office or wait for the chief executive office to come off the golf course for a response to your proposals. Just imagine what it will be like to negotiate with the top people in Tokyo, Hamburg, and Hong Kong.

Big is not beautiful in today's corporate world, except for those inside stock traders who manipulate our money and our lives.

I am reminded of the fact that Ronald Reagan campaigned back in 1980 on a platform which was supposed to cut down on "big government." *(Actually, government has grown bigger, particularly at the White House.)* What the President didn't mention was that he wholeheartedly approved of "big business." In fact, that's where much of his campaign money was coming from, and that's where he acquired many of his Republican replacements in the Executive branch of government and in our embassies overseas.

In effect, what President Reagan did six years ago was give a green light to big business to go on a rampage against its workers and their unions . . . and against weak competitors. Sometimes the Reagan Administration has looked the other way when an old-time American firm picked up all its marbles and moved to third-world countries with its manufacturing plants. It has encouraged companies to move to the Caribbean, to Taiwan, to Mexico, to Africa. Meanwhile, unemployment is as bad today as it was six years ago, when the President took office.

Two years ago, when he was returned to office, the President told the voters, "You ain't seen nothing yet!"

Heaven help us!

I go back to what Secretary Baldridge told this think tank. He told the group, "We have been beaten by technology that we invented, but we failed to apply it and follow through."

Amen!

The United Brotherhood saw some of the handwriting on the wall a few years ago. We began to talk with union management about our mutual concerns, about contract clauses, about work rules, about unfair competition. Union management and union labor are fighting a holding action.

I think we've been in the trenches and the foxholes long enough. I am hoping that the new U.S. Congress and the Canadian parliament will begin their own Operation Turnarounds in the year ahead.

We know what has to be done: Cut management bloat, regulate where regulation is needed, put people back to work on North America's infrastructure . . . I could go on, but you see my point. As the Commerce Secretary says, the cancerous condition lies, not with labor, not with government, but with management . . . and we hope that the think tanks get the message.

Patrick J Campbell

PATRICK J. CAMPBELL
General President

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